

**WAC 392-190-057 Sexual harassment policy—Required criteria.** In order to eliminate sexual harassment in connection with any responsibility, function, or activity within the jurisdiction of a school district or public charter school, a sexual harassment policy must be adopted and implemented by each district and charter school. This policy must apply to all school district and public charter school employees, volunteers, parents, and students including, but not limited to, conduct between students. This policy must incorporate the following criteria:

- (1) Definitions consistent with WAC 392-190-056;
- (2) Responsibilities of employees and volunteers;
- (3) Investigative and complaint procedures consistent with WAC 392-190-065 through 392-190-075;
- (4) Remedies available to targets of sexual harassment;
- (5) Disciplinary actions against violators, which must conform with collective bargaining agreements and state and federal laws;
- (6) Reprisal, retaliation, and false accusations prohibition;
- (7) Dissemination and implementation of the policy; and
- (8) Internal review of the policy.

[Statutory Authority: RCW 28A.640.020 and 28A.642.020. WSR 14-23-072, § 392-190-057, filed 11/18/14, effective 12/19/14; WSR 11-09-024, § 392-190-057, filed 4/13/11, effective 5/14/11. Statutory Authority: 1994 c 213. WSR 94-23-043 (Order 94-14), § 392-190-057, filed 11/10/94, effective 12/11/94.]