



Employee Complaint Process for Harassment

Harassment is defined as verbal or physical acts which have the effect of degrading or intimidating another individual. While some forms of harassment, such as sexual harassment, involve more specific types of conduct, the District is committed to providing a work environment in which all individuals are treated with dignity and respect.

Reporting

1. Contact Human Resources and/or Supervisor to report the allegation.

Investigation

1. The District will conduct a timely and thorough investigation.
2. A supportive environment will be provided where an employee will not experience retribution.
3. The privacy of the accuser and the accused will be protected to the greatest extent possible, consistent with conducting a thorough investigation.

Resolution

1. Decisions will be based on factual information.
2. The District will take appropriate corrective action.
3. Communication will be provided to the complainant indicating that the investigation has been completed.
4. The District will follow-up to make sure the behavior is not repeated.
5. The District will follow-up to make sure retaliation does not occur.

Delaware Department of Labor
302-761-8200 or 302-424-1134
dia.delawareworks.com/discrimination/

U.S. Equal Employment Opportunity Commission
<https://www.eeoc.gov/>

Richard L. Gregg, Superintendent

The Christina School District is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, gender (including pregnancy, childbirth and related medical conditions), national origin, citizenship or ancestry, age, disability, marital status, veteran status, genetic information, sexual orientation, or gender identity, against victims of domestic violence, sexual offenses, or stalking, or upon any other categories protected by federal, state, or local law. Inquiries regarding compliance with the above may be directed to the Title IX/Section 504 Coordinator, Christina School District, 600 North Lombard Street, Wilmington, DE 19801; Telephone: (302) 552-2600.

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