

UTD/ M-DCPS 2023-24 Negotiations

UTD Proposal #2

4/25/23

ARTICLE XXI -- HARASSMENT

Section 1. Due Process

C. Harassment

1. Harassment shall be defined as conduct that is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Offensive conduct shall also be deemed harassment if enduring the offensive conduct becomes a condition of continued employment.

2. Offensive conduct may include, but is not limited to: offensive jokes, slurs, epithets, or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

3. Harassment can occur even where the individual does not suffer economic or physical injury or materially adverse employment actions.

4. Harassment need not be perpetrated by administration to be actionable; it can occur between employees of equal status, parents, or individuals otherwise authorized to be on school grounds or participate in school-related activities.

5. Employees shall be free from unnecessary, spiteful, or negative criticism or complaints by administrators and/or other persons. Under no conditions shall management representatives express such complaints or criticisms concerning an employee in the presence of other employees, students, or parents, nor shall anonymous complaints be processed.

6. Employees should not be subjected to harassment, abusive language, upbraiding, insults, or interference by a parent or other person in the performance of the employee's duties.