

	NEPN Code: GBAA/STI
Policies and Regulations	

Personnel

Harassment

Southeast Technical Institute is committed to providing a learning and working environment free of unlawful harassment based on an individual’s race, color, religion, creed, ancestry, national origin, gender, sexual orientation, disability, age, protected military/veteran status, genetic information or other basis prohibited by law.

It shall be a violation of this policy for any student or any STI personnel to harass any student, any STI personnel, or any visitor through conduct or communication disparaging a person’s race, color, religion, creed, ancestry, national origin, gender, sexual orientation, disability, age, protected military/veteran status, genetic information, or other basis prohibited by law as defined in regulation GBAA-R/STI. For the purpose of this policy, “STI personnel” includes School Board members, STI Council, all school employees and agents, volunteers, contractors, or persons subject to the supervision and control of the School District/STI. This policy applies on all School District/STI property and to all School District/STI sponsored, approved, or related activities at any location.

STI will investigate all complaints of harassment and will discipline or take appropriate action against any student or other school personnel who is found to have violated this policy.

The District prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

Every new employee will be provided a copy of this policy and its regulation. Annually thereafter, employees will receive an overview, along with instructions to access the full policy and regulation on the STI website, and will sign an acknowledgement form indicating they have received the information. STI administrators shall submit the signed form to the Human Resources Department.

- Legal References:
- Title VI and VII of the Civil Rights Act of 1964
 - Title IX of the Education Amendments of 1972
 - South Dakota Executive Order 81-08
 - Title II of the Americans with Disabilities Act of 1990
 - Section 504 of the Rehabilitation Act of 1973
 - Age Discrimination Act of 1975
 - Uniform Services Employment and Reemployment Rights Act
 - Genetic Information Non-discrimination Act
 - Americans with Disabilities Act and Amendment Act
 - SDCL Ch. 20-13 South Dakota Human Relations Act of 1972

RELATED POLICIES

AC/STI – AC-R/STI – Equal Opportunity/Nondiscrimination

JIAA/STI – JIAA-R/STI – Harassment (Student)

KEB/STI – KEB-R/STI – Public Concerns and Complaints about Personnel

Policy		Board Action	(formerly 4132)
adopted:	07-08-85	22227	
amended:	04-13-92	26837T	
amended:	02-28-94	27602.2f	
amended:	04-14-97	28758	
amended:	07-12-99	29400	
amended:	11-08-99	29468	
amended:	07-08-02	33293	
amended:	10-27-08	35194	
amended:	12-13-10	35907	
amended:	10-27-14	37034	