



Building Brilliant Knowledgeable Scholars

SEXUAL HARRASSMENT POLICY

BBNS Academy is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion or any other legally protected characteristic will not be tolerated. As an example, sexual harassment (both overt and subtle) is a form of employee misconduct. People who harass or bully use cruel comments, gestures, threats, or actions. They try to insult, demean, exclude, shame, or hurt others. Sometimes, people who harass and bully do it with sexual comments or actions. This is called sexual harassment or sexual bullying. Sexual harassment and bullying include things like these:

- making sexual jokes, comments, or gestures
- spreading sexual rumors (in person, by text, or social media)
- stating sexual comments, pictures, or videos
- taking or sending sexual pictures or videos
- asking someone for naked pictures of themselves ("nudes")
- asking for sex or offering to have sex
- touching or grabbing someone in a sexual way

Sexual harassment and bullying can happen in person or online. But no matter where they happen, sexual harassment and bullying are not OK. There is no excuse for behaviors like these. And they are not the fault of the person who is being harassed or bullied. If such behavior is displayed, felony charges will be filed by BBNS Academy.