

## TYPES OF MISCONDUCT & INVESTIGATIONS

Sexual Harassment (Title IX)	Civil Rights (Protected Class)	Bullying, Hazing or Retaliation	General Misconduct (Students)	General Misconduct (Employees)
<p><b>Federal Laws &amp; NSD Policy JDCB/GBEBB:</b></p> <p><b>Quid Pro Quo:</b> When an employee conditions some benefit in exchange for unwelcome sexual conduct</p> <p><b>Hostile Environment:</b> Conduct that is <i>severe, pervasive, and objectively offensive</i> that it effectively denies equal access to educational programs or interferes with the workplace environment</p> <p><b>Clery Act/VAWA:</b> Sexual Assault, Dating Violence, Domestic Violence, or Stalking</p>	<p><b>Federal Laws &amp; NSD Policies JDC,GBEB</b></p> <p><b>Discrimination or Harassment based upon a protected classification:</b></p> <ul style="list-style-type: none"> <li>• Race</li> <li>• Color</li> <li>• National Origin</li> <li>• Religion</li> <li>• Sex/Gender</li> <li>• Sexual Orientation</li> <li>• Gender Identity</li> <li>• Age</li> <li>• Disability</li> <li>• Other Legally Protected Classifications</li> </ul>	<p><b>Utah Laws &amp; NSD Policy JDD/GBEA:</b></p> <ul style="list-style-type: none"> <li>• Abusive Conduct</li> <li>• Bullying</li> <li>• Cyberbullying</li> <li>• Hazing</li> <li>• Retaliation</li> </ul>	<p><b>NSD Policies:</b></p> <ul style="list-style-type: none"> <li>• Student Conduct and Discipline [JD]</li> <li>• Safe School Environment [JDA]</li> <li>• Student Substance Abuse [JDB]</li> <li>• Student Electronic Devices [JDE]</li> <li>• Student Detention, Suspension, and Dismissal [JDF]</li> <li>• Student Dress and Appearance Standards [JDG]</li> <li>• Student Attendance [JDH]</li> <li>• Student Demonstrations and Strikes [JDI]</li> </ul>	<p><b>NSD Policies &amp; Employee Handbooks:</b></p> <ul style="list-style-type: none"> <li>• Employee Code of Ethics and Conduct [GBC]</li> <li>• Alcohol and Drug-Free Workplace [GBCC]</li> <li>• Employee-Student Standards of Conduct [GBEF]</li> <li>• Scope of Employment [GBHA]</li> <li>• Employee Discipline, Administrative Leave, and Orderly Termination [GCPD]</li> <li>• Classified, Certified, and Administrative Employee Handbooks</li> </ul>

*\*Additional Resource: Investigation chart link (located on Principal Academy presentation)*