

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION
AGENDA STATEMENT

No. 8 b

MEETING OF January 26, 2022

REVIEWED BY:

ITEM TITLE:

CONSENT CALENDAR

Motion to approve Resolution 22-01 regarding support for staff who are survivors of domestic violence, sexual violence or stalking

Superintendent
 Policy Committee

SUBMITTED BY: Policy Committee

CONTACT PERSON/TELEPHONE:

APPROVED FOR SUBMITTAL:

Name Phone

Superintendent

SUMMARY STATEMENT:

Approval is sought for Resolution 22-01 which addresses support for staff who are survivors of domestic violence, sexual violence or stalking.

ISSUE/BACKGROUND:

The Policy Committee has been working with Women in Safe Homes staff on possible district policy implementation in support of school district staff who are survivors of domestic violence, sexual violence or stalking. The Board recently approved revisions to the Nondiscrimination in Employment Policy (Board Policy 4030) addressing this topic.

This proposed resolution is written as a statement of support for providing a safe environment for those employees who are survivors of domestic violence, sexual violence or stalking.

RECOMMENDATION:

School administration recommends approval.

ATTACHMENTS:

- Resolution 22-01

FISCAL NOTE: N/A

RECOMMENDED ACTION (***ONLY if not approved as part of the Consent Calendar***):

"I move that the Board of Education approve Resolution 22-01, Board Support for Victims of Domestic Violence, Sexual Violence, and Stalking."



KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

RESOLUTION 22-01

BOARD SUPPORT FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL VIOLENCE, AND STALKING

WHEREAS, domestic violence, sexual assault, and stalking affect millions of people in the United States, cause significant harm to the physical and mental health of survivors and their families, and undermine the economic stability and overall well-being of those affected; and

WHEREAS, the Board of Education of the Ketchikan Gateway Borough School District (“the Board”) is committed to the District offering a safe and supportive organizational climate, and to the prevention and reduction of the incidence and effects of domestic violence, sexual violence, and stalking; and

WHEREAS, the Board recognizes that domestic violence, sexual violence, and stalking present unique issues for its workforce which can, at times, affect the school community as a whole, and which can have significant impacts on the well-being, productivity, and success of the affected employee; and

WHEREAS, the Board recognizes that an employee who is a victim of domestic violence, sexual violence, and stalking may need time away from work for the purposes of filing for protective relief, seeking legal representation, and taking other steps to safeguard themselves and their family from the abuse; and

WHEREAS, the Board further recognizes that the trauma experienced by such victims can significantly affect many aspects of the employee’s life, including work attendance and performance, even after the threat of physical harm is mitigated; and

WHEREAS, the Board encourages the District to assist and support employees by urging them to advise their supervisor or other staff of the victimization to the extent the employee so wishes, and by ensuring that any such disclosure will be received and maintained in the strictest confidentiality possible.

NOW, THEREFORE, BE IT RESOLVED that:

1. The Ketchikan Gateway Borough School District is a partner with its employees in efforts to respond to and prevent instances of domestic violence, sexual violence, and stalking; and
2. The Board supports development of a comprehensive workplace education and training program to prevent violence and promote healthy relationships for employees and their families; and
3. The Board encourages the District to assist employees who are victims with information and referrals to community resources to facilitate safety and support for survivors and fellow employees.
4. The Board encourages the District to collaborate with employees to effectively utilize leave options when they or their family member is a survivor of domestic violence, sexual assault, and/or stalking.
5. If the District becomes aware that an employee's work performance or conduct has been impacted by domestic violence, sexual assault, and stalking, the Board encourages the District to offer support to the employee and work in collaboration with the employee to address the issues, in accordance with established policies within the workplace.

Adopted by the Ketchikan Gateway Borough School District Board of Education
on this _____ day of _____, 202__.

Stephen Bradford, Board President

Bridget Mattson, Clerk-Treasurer