

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
AGENDA STATEMENT

No. 14

MEETING OF October 27, 2021

Item Title:

DISCUSSION

a. AASB Resolutions

AASB membership and the resolutions committee will be considering resolutions at the Association of Alaska School Boards Annual Conference in early November. This link is to belief statements and core resolutions adopted by AASB membership at the November 2020 conference.

<https://aasb.org/foundational-documents/>

b. Drug abuse intervention and prevention resources; Narcan availability and training

c. Draft policy regarding domestic violence and the workplace (*Attachment*)

I.Purpose

Ketchikan Gateway Borough School District institutes this policy as part of its commitment to a safer and more supportive organizational climate and to the prevention and reduction of the incidence and effects of domestic violence, sexual violence, and stalking [hereinafter “violence”] at the workplace. KGBSD recognizes that domestic violence, sexual violence, and stalking present unique issues for its workforce.

Domestic violence, sexual violence, and stalking are workplace issues even if incidents occur elsewhere. Domestic violence, sexual violence, and stalking cross economic, educational, cultural, age, gender, racial, and religious lines and occur in a wide variety of contexts. Therefore, the organization will take every appropriate measure to prevent and/or address such violence in the context of:

- Subordinate/superior relationships;
- Heterosexual and same-sex intimate partner relationships, including marital, cohabiting, or dating;
- Heterosexual or same sex non-intimate partner relationships, such as between coworkers;
- Parent/child relationships; and
- Violent acts of others that could potentially occur within the workplace.

The purposes and goals of this policy are to:

1. Support a comprehensive workplace education and training program to prevent violence and promote healthy relationships for employees and their families;
2. Create a supportive and healthful work environment that helps employees to avoid the use of violence in any context;
3. Institutionalize responsive policies and procedures to assist employees who are impacted by violence, including the provision of training on this policy to employees and management; Provide assistance to employees who are perpetrators of violence and take disciplinary action to hold them accountable for violent behavior; and
4. Provide immediate assistance and support to survivors of violence, such as information and referrals to community resources, to facilitate safety and support for survivors and fellow employees.

II.Persons Covered by this Policy

Persons covered by this policy include full and part-time employees, or temporary workers engaged by KGBSD or in any workplace location.

III.Statement of Confidentiality

KGBSD recognizes and respects an employee’s right to privacy and the need for confidentiality and autonomy. KGBSD shall maintain the confidentiality of an employee’s disclosure regarding violence to the extent allowed by law, and unless to do so would result in physical harm to any person, and/or jeopardize safety within the workplace. When information must be disclosed to protect the safety of individuals within the workplace, KGBSD shall limit the breadth and content of such disclosure to information reasonably necessary to protect the safety of the disclosing employee and others, and to comply with the law. KGBSD shall provide advance notice to the employee who disclosed information, to the extent possible, if the disclosure must be shared with other parties in order to maintain safety in the workplace or elsewhere. KGBSD shall also provide the employee with the name and title of the person to whom KGBSD intends to share the employee’s statements, and shall explain the necessity and purpose regarding said disclosure.

IV.Employer Responses to Violence

A.Responses to Survivors

i. Non-Discrimination and Non-Retaliation

KGBSD will not discharge or in any manner discriminate or retaliate against an employee because of the employee's status as a survivor of domestic violence, sexual violence, or stalking, if the survivor provides notice to the organization of the status, or the organization has actual knowledge of the status.

KGBSD will not retaliate against a survivor of domestic violence, sexual assault, or stalking for requesting leave or a reasonable accommodation (see Section 5(A)(ii)), regardless of whether the request was granted.

ii. Leave and Other Reasonable Accommodations and Assistance

KGBSD recognizes that survivors of domestic violence, sexual assault, stalking and dating violence may need time off to obtain or attempt to obtain a protection or restraining order or any other legal assistance to help ensure their health, safety, or welfare or that of their child. KGBSD supports collaboration with employees to effectively utilize leave options when they or their child is a survivor of domestic violence, sexual assault, and/or stalking.

KGBSD will maintain the confidentiality of a person who requests leave under this policy, to the extent allowed by law.

KGBSD will also seek to provide reasonable accommodations for a survivor of domestic violence, sexual violence, or stalking who requests an accommodation for the safety of the survivor or to maintain their work performance.

iii. Work Performance

KGBSD recognizes that employees who are survivors of violence may experience temporary difficulty fulfilling job responsibilities. If KGBSD becomes aware that an employee's work performance or conduct has been impacted by domestic violence, sexual assault, and stalking, KGBSD will offer support to the employee and work in collaboration with the employee to address the issues, in accordance with established policies within the workplace.

iv. Protection and Restraining Orders

KGBSD recognizes that a survivor of violence may seek an order of protection, or may receive a protection or restraining order, as part of his or her efforts to become safe and as part of their workplace safety plan. KGBSD recognizes that the workplace may or may not be included on an order as a location from which a perpetrator must remain away. If an employee chooses to disclose the existence of a protection or restraining order to KGBSD, KGBSD may, wherever possible, assist the employee to enforce their order, shall archive said order in a confidential and separate file from employee's personnel file, and, if applicable, may assist employee to gather documentation from the workplace, such as emails or voice messages, that could support the employee's efforts in the justice system or otherwise to obtain or maintain safety from a perpetrator.

~~KGBSD will not retaliate against, terminate, or discipline any employee for reporting information about alleged incidents of violence, as defined in this policy that may have been committed by any other employee, including a member of management. Prohibited acts of retaliation include, but are not limited to, demotion or withholding of earned pay, as well as acts of personal retaliation, such as those related to an employee's immigration status or sexual orientation, for example.[1]~~

- **BP 4218.00** - Unlawful RETALIATION against any other district officer or employee or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to actual or suspected violation of any law of this State or the United States occurring on the job or directly related thereto.