

Ekkei ðnnuk mei sisiwin non fansoun me fansoun. Ren omw kopwe sinei ena mei chok keran för, sia tungor omw kopwe no ngeni ei website <http://www.salemkeizer.org/qam/qam-documents>

1. Ewe Kinikinin Sukuun Salem-Keizer a pwon pwe epwe anisi ewe nenien angang me sukuun an esapw wor emon epwe eriani emon faniten nónómwun inisin ika ii mwan are fefin ika met ii e finata an epwe sani (mwan are fefin are iir me ruu). Osufönungawa inisin emon mei ngaw me ese mwumwuta.
2. Ikkeiir ekkei mei küür ei ðnnuk: Chon angangen non ewe Kinikin ika sukuun, chon sukuun, me pwan ið kan ese nifinifin me nukun ekkena ru kinikinin aramas sia affata, ið kewe iir mei nomw won ewe pwunun sukuun ika ünükün ewe sukuun, non ekkewe nenien urumwot ewe sukuun mei anamwu, won ekkewe waa sukuun mei awora ika non ekkewe nenien sousou sein sukuun.
 - 2.1. Ekkewe pwan ekkoch aramas sia era pwe iir mei pachonong, ekkewe chon voluntee non ewe kinikin, chon tumwun, chon ämwa ika kunow non ewe sukuun (pachonong chon sukuun re etto kunow), ekkewe chon angangen ekkewe pisis ika mwich iir mei angang fengen me ewe kinikin, chon contract ngeni ewe sukuun me chon amðmð, nge esapw chok ikkeiir pwe mei pwan chommong.
3. Wewen sórosór mi osufönungaw ngeni inisin emon, en esin emon e echimwa emon epwe nisou ngeni, mëni an epwe nisou ngeni emon, ika won kompiuter ika foon, non fóós, ika esapw non fóós pwe non pwomen inis an epwe nisou nupwen:
 - 3.1. En esin e tungor och mettoch nge epwe niwini ren an nisou ngeni emon newe;
 - 3.2. Ewe aramas (chon sukuun ika chon angang) mei ðpwónuweta me ika mei atai ewe ðnnuk, me iei met sipwe äeä ne akkóta kókkótun an sukuun ika angang;
 - 3.3. Ewe nikinik a kon watte me chichikuno, minne mei osukosuka an ewe chon sukuun kääö, äñ ewe chon angang ika pwan ið me nukun fori ar angang; ika fen angawano ewe nenien sukuun.
4. Ikkei ekkoch awewe ren osufönungawa inisin emon, nge esapw chok ikkei, attap faniten mocheisou; pwari ekkewe chunga ika niosun mocheisou, sassing ika mak; fóósun me pwomwen mocheisou; pusin urumwotei inisin; aporausen mocheisou ngeni ekkoch; ika kapaseis ngeni pwan emon ussun an nisou.
5. A wor pesepes ngeni emon me emon ar repwe esine ngeni ewe Meinap non ewe sukuun, chon nemeni ewe kinikin, ewe Executive Director of Human Resources, ika chon angangen Employee Relations (Human Resources) ren ið mei atai ei ðnnuk.
 - 5.1. Ika pwe emon chon sukuun, ika ewe chon tumwunu ewe chon sukuun re repotei ngeni emon chon angangen non ewe sukuun me ika ewe chon angangen non ewe sukuun mei sinei ei föfför mei atai ewe ðnnuk, iwe epwe muttire repotei ngeni ewe meinap non ewe sukuun ika ewe a wisen tumwunu ewe kinikin.
6. Epwe wor angang ika nengeni ekkewe nan mei katonong faniten ekkewe nikinik mei atai ei ðnnuk nge sipwe äeä ewe angangen katon mei for seni ewe meinap.
7. Nupwen emon chon sukuun, chon angang ika pwan emon a wanong an nan me fan ei ðnuuk, ewe kinikin epwe awora taropwen esinesin ngeni ewe a wisen föri ewe nan me ekkewe chon tumwunu, ika mei tufich, ussun met mei affat me non ewe Oregon Revised Statute 342.704(4). Kapin ei esinesin epwe kawor ngeni chon sukuun, ekkewe chon tumwunu ewe chon sukuun, chon angang, me chon ewe mwuun me won ewe website.
8. Ika pwe a pwä pwe emon mei atai ei ðnnuk, iwe ewe kinikin epwene poputa angang won an epwe ðpwungu, nge epwe fót won an epwe ðukatiw ei angangen eriani, eppet i an esapw pwan fis sefan, me wau met ewe aramas epwe föri.

9. Iö chon angang mei atai ei önnuk mei tongeni epwe angei öpwungun me mei tongeni fen tou seni an angang. Ükükün öpwungun epwe angei, epwe chok nóng won met ewe e föri me watten met ewe e föri.
10. Nupwen a mwuch ewe angangen chosa, epwene wor esinesin ngeni ewe aramas e wisen fori ewe nan me ekkewe chon tumwunu, ika mei weweöch ngeni epwe wor esinesin ngenir pwe ewe angangen chosa a mwuch me ika pwe iir mei kuna met ewe mei atai ewe önnuk, nge epwe chok non ükükün met önnukun state me mwunap mei mwutata anóngónóng won ewe önnuk ren mwónómwónun porausen chon sukuun.
11. Ewe aramas epwe tungor ngeni ewe kinikin ren an mak ngeni ewe superintendent pwe repwe chosani ewe chon angang mei eáni ewe angangen chosa faniten ewe nan.
12. Faniten ewe angangen osufónungaw inisin emon, ewe nan epwe fokkun tumwun me mwónómwón. Ewe Kinikin a chok tongeni ngeni ekkewe repwe wisen fori ewe angangen chosa won ewe nan ussun porausan me mwökütüküt mei pwung faniten ei nan.
13. Sipwe achocho ngeni ach sipwe awora met epwe angasa ika anisi ewe ei nan a kawor fanitan, wewen nge sipwe katon ika pwe ei nan e for faniten ewe aramas e mochen katakini met.
14. Ekkewe nan mei för non wenechar faniten atai ei önnuk esapw osukosuka an ewe chon sukuun e fori ei nan, käeö ika an ewe nenien sukuun ika nónomwun ewe chon angang e wisen fori ewe nan.
15. Ei önnuk epwe wor non ekkewe sukuun me won ar we website. Kapin ei önnuk epwe nomw non echo poster saisin 8.5" x 11" epwe pacheta non ekkewe sukunen Middle me High School meinisin.
16. Ekkewe poraus faniten angangen eppetü an esapw wor osufónungawa inisin emon, me met mei öch emon epwe fori nupwen epwe wor osufónungaw, epwe katou non ekkewe prokram ngeni chon sukuun me chon angangen ewe sukuun.
17. Ekkewe Chon nemenem non Salem-Keizer School Districts:
 - 17.1. Emon me emon ekkewe chon nemenem epwe pusin tumwunu sórosórun me sórosórun noun kewe chon angang.
 - 17.2. Ekkewe chon nemenem repwe föfföröch me resapw föri och met epwe ngeni än ekkewe chon sukuun repwe ekieki ngeni pwe ew napanapen osufónungaw.
 - 17.3. Emon me emon ekkewe chon nemenem epwe kutta met epwe eppetü an esapw wor angangen osufónungaw me non ewe nenien sukuun.
 - 17.4. Emon me emon ekkewe chon nemenem epwe önkünükü pwe nöun kewe chon angang repwe fiti käeö ika sukuun, mei öch an epwe fan ew non ew ier, won eppetin an esapw wor osufónungawa inisin emon.



ADMINISTRATIVE POLICY
Sexual Harassment
HUM-A029

Wauu ika Anganga Ekkei Onnuk:

- HUM-P012 Sexual Harassment Complaint Procedure
- INS-P032 Investigating Reports of Sexual Harassment
- INS-A003 Hazing, Harassment, Intimidation, Bullying, Cyberbullying and Menacing; Student
- HUM-F047 Employee and Third Party Sexual Harassment Notice
- INS-F082 Student and Guardian Sexual Harassment Notice

Porusen atun an ekkesiwin:

Pwinin Maram	Met a fis
09/03/13	A pwunguno seni ewe Cabinet
8/21/14	Sec. 8 A kapachonong angangen tumwunu an esapw wor angangen angei katakin, Sec. 14 A kapachonong angangen eppet ika dpwungu met ese pwung
6/3/19	Nikinik ika soro sor mei apachanong chon sukuun me ekkewe ekkoch non ei onnuk.

A pwunguno seni: Executive Director of Human Resources

Approval on file. _____