

IV. PROHIBITIONS

A. No Board member, by virtue of his/her office, shall exercise any administrative responsibility with respect to the schools or JPPSS employees or, as an individual, command the services of any JPPSS employee.

B. No board member, by virtue of his or her office or introduction of policy, shall interfere with the superintendent's determination, selection or employment of his/her administrative staff or the superintendent's determination, selection, or employment of the staff of any school.

C. No individual board member shall have authority to bind or obligate in any way by any action or statement the board or the school system except when such statement or action is in pursuance of specific instructions from the Board.

D. No board member shall engage in behavior in violation of an employee's rights and the following Harassment Policy shall govern the board:

E. SEXUAL HARASSMENT OR OTHER FORMS OF HARASSMENT

1. The Jefferson Parish School Board desires to maintain an academic and work environment in which all employees, volunteers, and students are treated with respect and dignity. A vital element of this atmosphere is the Board's commitment to equal opportunities and the prohibition of discriminatory practices and/or creation of a hostile work environment. The Board's prohibition against discriminatory practices and harassment includes prohibitions against, intimidation, bullying, threatening, the use of abusive language, isolation, excessive or repetitive phone call or electronic communication, sexual harassment or any other form of harassment based upon a person's membership in a legally protected class or a person's engagement in legally protected activities and specifically prohibited by applicable state or federal law.

2. The Administration forbids sexual harassment, or any other form of illegal harassment, and/or any form of harassment prohibited by the board herein of any employee, student, volunteer, or visitor. The Administration shall not tolerate sexual harassment or any other form of illegal harassment and/or any form of harassment prohibited by the board herein by/of its employees, students, volunteers, or agents.

3. The prohibition against discrimination, including sexual and other forms of harassment, and/or any form of harassment prohibited by the board herein shall

also apply to non-employee volunteers who work subject to the control of school authorities and to all vendors or service providers who have access to School Board facilities.

4. The Jefferson Parish School Board shall be subject to the "SEXUAL HARASSMENT AND OTHER FORMS OF HARASSMENT" policy contained at section GAEAA of the Jefferson Parish Public School System Personnel Policy Manual and/or any form of harassment prohibited by the board herein.

5. Should it be determined a vote of two-thirds (2/3rds) of the membership of the board that a member has violated the board policy, that member, shall be removed from any Board committees that he/she is a member and prohibited from serving as president or vice-president of the Board during the term of the Board that he was elected. If the accused member is president or vice-president, he/she may be removed from that office and another member will be elected to serve the remainder of his/her term.

6. The Board Attorney will provide a copy of policy GAEAA to each Board member when elected and in January of each calendar year.

F. If a Board member's conduct at a meeting is determined to be so disruptive that the business of the meeting cannot proceed, after attempts by the Board President to gain control of the meeting and restore order so that the meeting's business can be carried on, the Board President, who is charged with maintaining order at the meeting, may move to have the Board attorney, or someone chosen by the Board attorney in the event of a conflict, to file a civil action restraining the Board member from future disruptions under penalty of contempt of court. If approved by a majority of the Board, the Board attorney will see that the motion is carried out. All attorney's fees and court costs for the actions of the attorney as ordered by the Board will be paid by the Board.