

Students

Sexual Harassment

Sexual harassment will not be tolerated among students of the school district. It is the policy of the Board of Education that any form of sexual harassment is forbidden. Students are expected to adhere to a standard of conduct that is respectful and courteous to employees, to fellow students and to the public.

Definition

Sexual harassment is defined as unwelcome conduct of a sexual nature by a student to Teacher, adult to student, student to adult, or student to student, whether verbal or physical, including, but not limited to, insulting or degrading sexual remarks or conduct; threats or suggestions that a student's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that student, or conduct of a sexual nature which substantially interferes with the student's learning, or creates an intimidating, hostile or offensive learning environment, such as the display in the educational setting of sexually suggestive objects or pictures.

Procedures

It is the express policy of the Board of Education to encourage victims of sexual harassment to report any occurrence of harassment. Students are encouraged to promptly report complaints of sexual harassment to a Teacher, Guidance Counselor, any adult, the building Principal, Director of Special Services or the Superintendent. Further, the victim will be referred to an appropriate Counselor, Social Worker, or Psychologist to provide assistance in developing the written complaint. Complaints will be investigated and corrective action will be taken when allegations are verified. Confidentiality will be maintained by all persons involved in the investigation and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.

The school district will provide annual professional staff development for all staff and sexual harassment education to all students. Further the district will annually distribute its policy and grievance procedures to all staff and all students in an effort to maintain an environment free of sexual harassment.

Legal Reference: Civil Rights act of 1964, Title VII, 42 U.S.X. §2000-e2(a).
 Equal Employment Opportunity Commission Policy Guidance
 (N-915.034) on Current Issues of Sexual Harassment, effective 10/15/88.
 Title IX of the Education Amendments of 1972, 34 CFR Section 106.
Meritor Savings Bank FSB v. Vinson, 477 U.S. 57 (1986)
 Connecticut General Statutes
 46a-60 Discriminatory employment practices prohibited
 Constitution of the State of Connecticut, Article I. Section 20.

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STONINGTON PUBLIC SCHOOLS
 Stonington, Connecticut