

## SEXUAL HARASSMENT POLICY AND PROCEDURES

### **5145.5.**

It is the policy of the Board of Education to maintain a learning and working environment that is free from sexual harassment. The Board of Education prohibits any form of sexual harassment.

It shall be a violation of this policy for any student, employee, individual under contract or volunteer subject to the control of the Board to harass a student, employee, individual under contract or volunteer through conduct or communication of a sexual nature as defined by this policy.

Sexual harassment is defined as unwelcomed conduct of a sexual nature, whether verbal or physical, including but not limited to insulting or degrading sexual remarks or conduct, threats or suggestions that an individual's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that person's employment or education or that it will interfere in any way with that person's employment or educational performance or create an intimidating, hostile or offensive work or educational environment.

Sexual harassment by a student, employee, individual under contract or volunteer will result in disciplinary action up to and including dismissal or expulsion.

Any person who believes he or she has been the victim of sexual harassment by a student, employee, individual under contract or volunteer of the Board of Education is encouraged to promptly report such complaint to the Superintendent of Schools.

The Superintendent or his/her designee shall investigate the complaint and render a decision in writing within thirty (30) days.

If the complainant is not satisfied with the decision of the Superintendent, the complainant may appeal to the Board within ten (10) days of receipt of the decision of the Superintendent.

Such an appeal shall be filed in writing with the Superintendent who is the Executive Officer of the Board of Education.

The Board shall cause the complaint to be investigated and, if it deems necessary, hold a hearing to gather additional information.

The Board shall render a decision on any such appeal, in writing, within twenty (20) days of its being filed, or if a hearing should be held, within twenty (20) days of the conclusion of such hearing.

No reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.

### **Legal References:**

42 U.S.C. ss2000(e) (Title VII)

29 C.F.R. ss1004.11 (EEOC Guidelines on Sexual Harassment)

20 U.S.C. ss1681.1688 (Title IX)

Connecticut General Statutes 46a.60(8)