

Prohibition of Sex Discrimination and Sexual Harassment in the Workplace

4030.

The Board of the Meriden Board of Education (the "Board") for the Meriden Public Schools (the "District") hereby prohibits discrimination on the basis of sex for all employees and students. The Board hereby prohibits discrimination on the basis of sex in the educational program, activities, and programs that it administers. This policy also applies to students and employees of any contractor, vendor, or other person who is engaged in an activity on the District's premises. The Superintendent of Schools shall develop Administrative Regulations implementing this Policy. Sex discrimination includes when an employer's human resources are included in a program or activity that is based on sex.

Sexual harassment under Title IX means conduct on the basis of sex that satisfies one or more

- (1) An employee in the District conditioning the provision of an aid, benefit, or service of
- (2) An employee on the provision of sex or sexual favors, or
- (3) An employee on the basis of sex or sexual favors, or

Sexual harassment under Title IV and Connecticut law means a sexual advance,

- (1) An advance in employment, conduct is made either explicitly or implicitly a term or condition of
- (2) Submission to or rejection of such conduct by an individual is used as the basis for
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile work environment.

Under Connecticut law, discrimination or harassment on the basis of sex includes discrimination or

Reporting Sex Discrimination or Sexual Harassment

It is the express policy of the Board to encourage victims of any discrimination and/or sexual harassment to report such incidents to the Board or to the appropriate state or federal agency. Any Board employee with notice of sex discrimination or sexual harassment shall

The District administration (the "Administration") shall provide training to Title IX Coordinators (see

The Board's mission to promote an environment free of sex discrimination and sexual harassment.

The Board's Title IX Coordinator is the Office of Multicultural Education, Equity and Inclusion of

The Office of Multicultural Education, Equity and Inclusion, Meriden Public Schools, 22 Liberty

Any Board employee in receipt of allegations of sex discrimination or sexual harassment, or in

Employees can also make a report to the appropriate state or federal agency.

Legal References:

- Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000e-2(a).
- Equal Employment Opportunity Commission Policy Guidance, 1990.
- Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et
- Title IX of the Education Amendments of 1972, 34 CFR § 106, et seq.
- Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)
- Conn. Gen. Stat. § 46a-54 - Commission powers Connecticut

Prohibited
Conn. Gen. Stat. § 46a-60 - Discriminatory employment practices
Employment
Conn. Gen. Stat. § 46a-81c - Sexual orientation discrimination:
Identity
Conn. Gen. Stat. § 10-152 - Discrimination on the basis of sex, gender
Identity
Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207

Adopted: November 5, 2013
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