

STUDENT HARASSMENT NOTICE

MSAD #49 recognizes the right of each student to attend school in an atmosphere that is free of intimidation, hostility and offensiveness. In order to ensure such an atmosphere, students are not to engage in harassment. Acts of harassment based upon race, color, religion, age, marital or parental status, national origin, gender, or disability are not only a violation of this policy but also constitute illegal discrimination under state and federal laws. Examples of prohibited harassment:

- A. Unwelcome sexual advances, gestures, comments, or contact:
- B. Threats;
- C. Vulgar language or offensive oles;
- D. Ridicule, slurs, derogatory action or remarks

Students who believe that they are victims of harassment should follow the grievance procedure below:

STEP I: The complaint is verbally filed with the school's assistant principal or principal. Within five school days, the complaint is investigated and an attempt is made to resolve to both parties' satisfaction. (The complainant may bypass verbal complaint and file a written complaint directly with the District Affirmative Action Officer, Mrs. Suanne M. Giorgetti, Affirmative Action Officer, at Benton Elementary School (453-4240))

STEP II: Written complaint is filed. Within ten school days, the District Affirmative Action Officer investigates and responds in writing.

STEP III: Appeal is made to The District Superintendent. Within ten school days, the superintendent investigates and responds in writing.

STEP IV: Appeal is made to the School Board. The Board hears the complaint at the next Board meeting but not more than ten school days from the date of appeal. The Board renders findings in writing not more than five days from the hearing date.

The Complainant has five school days to appeal from the previous level of review.

Students may appeal disciplinary measures for harassment to the next highest administrator.

Filing a complaint of harassment will not result in retaliation against the complainant, as this is both against the policy of MSAD #49 and against the law. Students should also be aware that the Maine Human Rights Commission is the State agency responsible for enforcing the laws that prevent harassment and students may also file complaints with the Commission. The Maine Human Rights Commission can be contacted at the State House, Station 51, Augusta, Maine, 04333 or by telephone at (207) 624-6050.

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