

HARASSMENT AND SEXUAL HARASSMENT

Harassment of students and staff because of race, color, sexual orientation, gender, socio-economic class, religion, ancestry or national origin, or disability is prohibited. Such conduct is a violation of M.S.A.D. #49 Board policy and may constitute illegal discrimination under state and federal laws.

Harassment

Harassment includes but is not limited to verbal abuse based on race, color, sexual orientation, gender, socio-economic class, religion, ancestry or national origin, or disability.

Sexual Harassment

Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors or pressure to engage in sexual activity, physical contact of a sexual nature, gestures, comments, or other physical, written or verbal conduct that is gender-based that interferes with a student's education. School employees, fellow students, volunteers and visitors to the school, and other persons with whom students may interact in order to pursue school activities are required to refrain from such conduct.

Harassment/sexual harassment by school employees is considered grounds for disciplinary action, up to and including discharge. Harassment/sexual harassment of students by other students is considered grounds for disciplinary action, up to and including expulsion. The Superintendent will determine appropriate sanctions for harassment of students by persons other than school employees and students.

Individuals should also be advised of the importance of informing the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate. Individuals who believe that they are victims of harassment should report such occurrences to the Affirmative Action Officer. The Affirmative Action Officer shall advise the person who has allegedly been harassed of the various options available to the person:

- Human Rights Commission complaint
- Title IX civil action
- Formal request for discipline by the Superintendent and/or Board

The Superintendent or the designated employee will investigate complaints of harassment in accordance with the Student Harassment Complaint Procedure. School employees, students, and parents shall be informed of this policy/procedure through handbooks and/or other means selected by the school administration.

Legal Reference: Title IX of the Education Amendments of 1972 (20 USC § 1681, et seq.)
Title VI of the Civil Rights Act of 1964 (42 USC § 2000(d))
5 MRSA §§ 4602; 4681 et seq.
20-A MRSA § 6553

Cross Reference: AC - Nondiscrimination/Equal Opportunity and Affirmative Action
ACAD - Hazing

Approved: October 16, 2014