

Series 4000 – Personnel – Certified & Non-Certified

1. Certified Personnel

A. Permanent Personnel

(8) Rights and Responsibilities

(a) Civil & Legal Rights

(i) Non-Discrimination

(a) Sexual Harassment

A. General Statement

It is the policy of the Suffield Board of Education that any form of sexual harassment **will not be tolerated** in the workplace, whether by supervisory or non-supervisory personnel, by individuals under contract, or volunteers subject to the control of the Board. Sexual harassment is defined as unwelcome 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 employee's submission to or rejection of unwelcome conduct will in any way influence an employment decision regarding that employee, or conduct of a sexual nature which substantially interferes with an employee's work performance, or creates an intimidating, hostile or offensive work environment, such as the display in the workplace of sexually suggestive objects or pictures.

Sexual harassment in the workplace, whether by supervisory or non-supervisory employees, will result in disciplinary action up to and including dismissal.

B. Procedure

It is the express policy of the Board to encourage victims of sexual harassment to report such claims. Employees are encouraged to promptly report complaints of sexual harassment to the Title IX Compliance Coordinator who will be appointed on an annual basis, receive regular training and who will notify the administration of the need for corrective action after investigating complaints. Complaints will be investigated promptly 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.

Legal References: Civil Rights Act of 1964, Title VII, 42 U.S. §2000-e2(a)
Equal Employment Opportunity Commission Policy Guidance (N-915.035) on Current Issues of Sexual Harassment, Effective 10/15/88

Meritor Savings Bank, FSB v. Vinson 477 US.57 (1986)

29 CFR Para. 1604.11 (EEOC)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited

Policy adopted: June 17, 2003

SUFFIELD PUBLIC SCHOOLS
Suffield, Connecticut