

POLICY ON HEALTHY RELATIONSHIPS

Canterbury is committed to establishing and maintaining an environment that is safe and welcoming to all students regardless of identity*. The School fosters respectful relationships and encourages people from diverse backgrounds to respect and understand one another. The policies below serve as the School's stance on behaviors that inhibit healthy relationships and respect and are designed to educate students on how to seek support.

Canterbury understands that sexual intimacy is an adult activity and that students at our school are at different levels of maturity when it comes to sexuality. That being said, the complexities of boarding school life and the varying ages, upbringings, and degrees of maturity on campus make sexual intimacy at Canterbury inappropriate. Students engaging in sexually intimate behaviors on campus will be referred to the Student Life Office and/or the Health Center for guidance about healthy teenage relationships. When necessary, the Student Life Office, Health Center, and/or advisor will communicate with the parents accordingly.

All healthy relationships are based first and foremost on respect between parties. Certain types of interactions such as sexual misconduct, discrimination, harassment, hazing and bullying (including cyberbullying) drastically erode the fabric of our community. These types of interactions are serious offenses prohibited by state and/or federal law as well as by the Canterbury Student Handbook. Behavior(s) and interactions, whether verbal, physical, or digital, that cause physical or emotional harm, intimidation, reasonable fear, or that disrupt the educational process will not be tolerated. These types of behaviors are prohibited at all times both on and off campus.

All adult employees of the School must maintain healthy and respectful relationships with students regardless of age. Members of the Faculty, Administration, and Staff are educated on maintaining appropriate boundaries with students on a yearly basis. As mandated reporters, school employees are advised that any physically, emotionally, or sexually abusive relationship involving a student must be reported to the Associate Head of School for Academics, the Assistant Head of School for Student Life, the Dean of Students, the Dean of Faculty, or the Business Manager. In turn, the Assistant Head of School for Student Life, the Dean of Students, the Business Manager, or a designee will report the information to the Department of Children and Families (DCF) and in some cases to other law enforcement authorities.

Students who engage in sexual misconduct, discrimination, harassment, hazing or bullying on or off campus are subject to appropriate discipline, including dismissal, suspension, and/or required counseling. Students who believe that they have been subjected to any of the above are encouraged to meet with the Assistant Head of School for Student Life, the Dean of Students, the Director of Counseling, or any trusted member of the faculty. Similarly, students who are concerned that a peer is being subject to any of the above are encouraged to meet with the Student Life Office or a trusted adult. After receiving information about any of

the above behaviors, the School will run an investigation. In rare cases, the School may decide to use an outside investigator to oversee the investigation. In some cases, the School will report incidents to DCF or other authorities prior to running an investigation. During the investigation, the accused student, as well as the alleged victim, will be afforded ample opportunity to discuss his/her involvement with a professional counselor, the Assistant Head for Student Life, the Dean of Students, Assistant Dean of Students, or designee. When making disciplinary decisions regarding situations that involve the above, the School will use the preponderance of the evidence. Because of the sensitive nature of these behaviors, the School reserves the right to alter its disciplinary process before arriving at a disciplinary decision (see Disciplinary Committee, pg. 19).

* NAIS lists many identifiers on their website. Some identifiers include: Ability, Age, Ethnicity, Gender, Race, Religion, Sexual Orientation, Language, and Socioeconomic Status.

NON-RETALIATION

Canterbury prohibits any form of retaliation against any person(s) who reports in good-faith what they consider to be a wrongful or illegal activity. Students who retaliate against another student for sharing information in good faith are subject to discipline up to and including dismissal. Because certain allegations carry with them severe social and legal consequences, students who intentionally report false information about another student or community member will be subject to discipline up to and including dismissal.

CONNECTICUT AND FEDERAL LAW VS. CANTERBURY POLICY

While there are state and federal laws that define sexual misconduct, discrimination, harassment, hazing, and bullying, the School maintains the right to hold a higher level of accountability for individuals engaged in prohibited conduct. For example, the School will use the preponderance of the evidence to arrive at a decision. Similarly, while the state of Connecticut defines bullying as repeated actions taken against another student, Canterbury may discipline a student after one incident, if warranted by the severity of the offense.

DEFINITIONS

Sexual Misconduct: A term used to describe a range of prohibited/illegal behaviors including but not limited to: sexual harassment, assault, intimidation, exploitation, and unhealthy or abusive sexual relationships (defined below).

Sexual Harassment: Sexual harassment includes any unwelcome sexual advance, request for sexual favors, and/or other verbal or physical conduct that is sexual in nature when the conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of sexual harassment include but are not limited to: sexual advances, flirtation, unwanted touching, verbal abuse that is sexual in nature; pressure to engage in sexual activity; graphic or suggestive comments about a person's dress; displaying sexually suggestive objects, images, pictures or videos; jokes that are sexual in nature.

Sexual Assault: A broad term that refers to a range of non-consensual sexual contact (with one's body or an object) that includes but is not limited to rape and/or sexual battery.

Sexual Intimidation: Persistent, unwanted and repeated attention that is sexual in nature and causes the targeted person to fear for their safety.

Sexual Exploitation: occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of this include but are not limited to: non-consensual video or audio recording of sexual activity, non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or possessing, distributing, viewing or forcing others to view pornography.

Discrimination and Harassment: any behavior that is pervasive or severe and has the effect of: creating an intimidating, hostile, or offensive environment; interfering unreasonably with an individual's ability to participate in the School's programing; or creating a situation where a student's academic record is contingent upon their submitting to and/or not objecting to the behavior. Discrimination and harassment take many forms. Examples include but are not limited to: slurs, jokes, graphics, gestures, pictures, emails, social media posts, texts, or videos that are derogatory or demeaning to an individual's or group's characteristics or that promote stereotypes; any form of sexual harassment (see above).

Hazing: any action which recklessly or intentionally endangers the health or safety of a person for the purpose of initiation, admission into or affiliation with, or as a condition for continued membership in a student organization.

Bullying: Repeated written, oral, and electronic communications by one or more students directed at or referring to another student and/or physical acts and gestures by one or more students that are repeatedly directed against another student and that: cause the student physical or emotional harm or damage his or her property, put the student in reasonable fear of harm or property damage, create a hostile school environment for the student, infringe on the student's rights at school, or substantially disrupt the education process or a school's orderly operation.

Cyber Bullying: Bullying that occurs through the use of technology or electronic devices such as phones, computers, email, and social media channels. Examples of cyberbullying include but are not limited to: sharing or threatening to forward a private text message, email, or the like; spreading hurtful rumors about another person; insulting or threatening through text message, email or the like; sharing or threatening to share embarrassing pictures of a person without the person's permission; creating a website, blog or social media account with the purpose of impersonating another person without their permission.

TITLE IX COMPLIANCE

In addition to the policy stated above, Canterbury School also complies with Title IX of the Education Amendments of 1972. In accordance with Title IX Regulations, Canterbury School does not permit discrimination or harassment in its programs, activities, or courses of study on the basis of race, color, national origin, sex, gender identity, gender expression, sexual orientation, disability, veteran status, predisposing genetic characteristic, age, religion, pregnancy status, or any other characteristic protected by local, State, or Federal law. Any member of the Canterbury community who believes they have been subjected to discrimination or harassment in violation of this policy should follow the guidelines set forth in Canterbury's Civil Rights Investigation and Resolution Guide to immediately report these concerns.