

SALEM SCHOOL SYSTEM
Salem, Connecticut

INSTRUCTION

SEXUAL HARASSMENT POLICY

It is the policy of the Salem Board of Education to maintain a learning and working environment for the school community that is free from sexual harassment. Furthermore, the Board desires that every effort made by all staff members to reduce the chances that students and other members of the school community will be the victims of or perpetrators of sexual harassment.

Sexual harassment constitutes unlawful discrimination and will not be tolerated. The Board recognizes that training of staff and students is essential in reducing instances of sexual harassment. The Board's policies regarding sexual harassment will be disseminated to all staff, students and parents at least annually. In addition, it is desired that the administration make use of in-service training sessions for both certified and non-certified staff to achieve the goals of this policy.

Annually, programs for students in each grade shall emphasize the types of behavior that constitute sexual harassment, the procedures that exist for reporting and resolving complaint, and sanctions for offenses. This may be done in the health education program and other contexts or subject areas as appropriate.

(cf. 4118.112 / 4218.112 – Sexual Harassment Policy for Employees)
(cf. 4117.6 – Employee Communication Abuse)
(cf. 5114 – Suspension and Expulsion)
(cf. 5144.5 – Student Communication Abuse)
(cf. 5145.5 – Sexual Harassment Policy for Students)
(cf. 5145.3 – Nondiscrimination)
(cf. 6121 – Nondiscrimination)
(cf. 4118.11 / 4218.22 – Nondiscrimination)

Legal reference: Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000-e2(a). Equal Employment Opportunity Commission Policy Guidance (N-915.035) on Current Issues of Sexual Harassment, effective 10/15/88. Title IX of the Education Amendments of 1972, 34 CFR Section 106. Meritor Savings Bank, FSB v Vinson, 477 U.S. 57 (1986). Connecticut General Statutes: 46a-60 Discriminatory employment practices prohibited. Constitution of the State of Connecticut, Article 1, Section 20.

Policy Adopted: February 12, 1996

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