## Title IX

The Bethany Board of Education (Board) policy is to maintain a working environment free from any form of sex discrimination or sexual harassment. The Board agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations as amended in the Final Rule.

The Bethany Public School District (District), as required, shall respond whenever any employee has notice of sexual harassment, including allegations of sexual harassment. Title IX applies to persons in the District because its education programs or activities receive Federal financial assistance. This policy applies to all of the District's programs or activities, whether such programs or activities occur on or off campus.

The Board requires the Superintendent to promulgate Administrative Regulations in accordance with Federal Law in furtherance of this policy.

Legal Reference: United States Constitution, Article XIV

Civil Rights Act of 1964, Title VII, 42 U.S.C. S2000-e2(a).

Equal Employment Opportunity Commission Policy Guidance (N-915.035).

Title IX of the Education Amendments of 1972, 20 USCS §1681, et seq.

Title IX of the Education Amendments of 1972, 34 CFR §106, et seq.

Title IX Final Rule, 34 CFR § 106.45, et seq., May 6, 2020

34 CFR § 106.8(b), OCR Guidelines for Title IX.

Federal Register, Volume 62, #49, 29 CFR § 1606.8 (a) 62, Federal Register, 12033, and 66 Federal Register 5512

The Clery Act, 20 U.S.C. § 1092(f)

The Violence Against Women Act, 34 U.S.C. § 12291(a)

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

*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)

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

*Davis v. Monro County Board of Education*, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes § 46a-60

Connecticut Agencies Regulations § 46a-54-200 through §46a-54-207

Constitution of the State of Connecticut, Article I, § 20.

Public Act 19-16

Policy adopted: August 12, 2020
Policy revised: May 10, 2023
Policy revised: December 11, 2024
Policy reversed: June 11, 2025
Source: CABE