

NORTH BRANFORD BOARD OF EDUCATION

SERIES 2000: PERSONNEL

P2230

SEXUAL HARASSMENT

It is the policy of the North Branford Board of Education to maintain a learning and working environment that is free from sexual harassment. The Board of Education prohibits any form of sexual harassment.

It shall be a violation of this policy for any employee, individual under contract, volunteer, or student subject to the control of the Board to harass an employee, individual under contract, volunteer, or student through conductor communication of a sexual nature as defined by this policy.

Sexual harassment is defined as unwelcome or inappropriate 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 individual's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that person's employment or education. Sexual harassment is further defined as unwelcome or inappropriate conduct of a sexual nature that interferes in any way with that person's employment or educational performance or creates an intimidating, hostile or offensive work or educational environment.

Sexual harassment by an employee, individual under contract, volunteer, or student will result in disciplinary action up to and including dismissal or expulsion.

Any person who believes he or she has been the victim of sexual harassment by an employee, individual under contract, volunteer, or student of the Board of Education is encouraged to promptly report such complaint to the school official who shall be designated by the Superintendent of Schools. Complaints will be investigated promptly. Confidentiality will be maintained by all persons involved in the investigation (consistent with the investigative process) and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges or sexual harassment. Corrective action will be taken when charges are verified. The investigation and corrective action, if any, shall be conducted pursuant to procedures developed by the Superintendent of Schools with approval of the Board of Education. When an investigation of allegations of sexual harassment yields insufficient evidence to support the allegations, the Superintendent of Schools shall ensure that all material leading to the complaint is removed from the individual's file, unless the person against whom the complaint was filed requests that

certification of the finding of insufficient evidence be placed in his/her file. Failure by a complainant to follow approved procedures will constitute withdrawal of a complaint.

A record of complaints shall be maintained and periodically reviewed, consistent with confidentiality, to ensure compliance with this policy.

Policy Adopted: 8/23/01