

**Sexual Discrimination and Sexual Harassment**

Sexual harassment and sexual discrimination will not be tolerated among students in the Sharon Public Schools. It is the policy of the Board that any form of sexual harassment or sexual discrimination is forbidden, whether by students, supervisory or non-supervisory personnel, individuals under contract, or volunteers subject to the control of the Board. Students are expected to adhere to a standard of conduct that is respectful and courteous to employees, to fellow students and to the public.

At all times the Board will enforce this policy as proscribed under Title IX and other relevant federal and state laws, as amended from time to time.

The Superintendent of Schools shall develop Administrative Regulations implementing this Policy.

**Definitions:**

Sex discrimination occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program receiving federal financial assistance.

Sexual harassment is any conduct that 1) is sexual nature, whether verbal or physical; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program.

Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Insulting or degrading sexual remarks or conduct;
2. Threats or suggestions that a student's submission to, or rejection of, unwelcome conduct will in any way influence a decision regarding that student;
3. Conduct of a sexual nature which substantially interferes with the student's learning or creates an intimidating, hostile, or offensive learning environment-such as the display in the educational setting of sexually suggestive objects or pictures.
4. Touching of a sexual nature, or sexual name-calling, sexual rumors, inappropriate public display or affection, too personal a conversation, corner/blocking gestures, jokes/cartoons/pictures, attempted rape or rape, pulling at clothes.
5. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Anyone who believes that they have been discriminated against in regard to any of the preceding styles may file a complaint that one's rights have been denied or violated.

## Students

### Sexual Discrimination and Sexual Harassment (continued)

**Complaint Procedures:** The Board of Education encourages victims of sexual harassment to report such claims promptly to the Building Principal or designee. Complaints shall be investigated promptly and corrective action taken when allegations are verified. Confidentiality shall be maintained, and no reprisals or retaliation shall occur as a result of good faith charges of sexual harassment.

Staff development for district administrators and other staff shall be provided. This policy shall be distributed annually to staff and students through district handbooks.

Sex discrimination and/or sexual harassment may also constitute bullying behavior under state law and Board policy.

Legal Reference: Civil Rights Act of 1964, Title VII, 42 U.S.C. §2000e2(a).

Equal Employment Opportunity Commission Policy Guidance (N915.035) on Current Issues of Sexual Harassment, effective 10/15/88.

Title IX of the Education Amendments of 1972, 34 CFR Section 106.

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

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

Connecticut General Statutes

46a60 Discriminatory employment practices prohibited.

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

Policy adopted:  
Policy

Revised