

DANBURY PUBLIC SCHOOLS

Danbury, Connecticut

POLICY

HARASSMENT AND SEXUAL HARASSMENT OF STUDENTS

Adopted: 6-24-09

Policy No. 7-145.3*

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It is the policy of the Danbury Board of Education to maintain an environment free from discrimination and harassment where all students are treated with respect. Sexual harassment and other discriminatory harassment are expressly prohibited and will not be tolerated in any form.

DEFINITIONS:

“Sexual Harassment” shall include, but not be limited to, unwelcome sexual advances, direct or indirect demands or requests for sexual favors, sexual comments, gestures, other physical actions, sexual invitations; suggestive or obscene letters, notes, and graffiti; derogatory sexual comments; sexual gossip, slurs, jokes, and epithets; assault, touching, impeding or blocking movement, leering, and gestures, of a sexual nature; and the display of sexually suggestive objects, pictures or cartoons when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s educational success:
2. Submission to or rejection of such conduct by an individual is used as the basis for educational decisions affecting such individual; or
3. Such conduct has the purpose or effect of interfering with an individual’s academic performance or creating an intimidating, hostile, or offensive educational environment.

“Harassment” means verbal or physical conduct targeted at a student based on a student’s race, color, gender, national origin, ancestry, religious creed, pregnancy, marital status, disability, and/or sexual orientation including, but not limited to: Intimidation, coercion, offensive letters, notes, and graffiti; derogatory comments; gossip, slurs, jokes, and epithets; assault, touching, impeding or blocking movement, leering, and gestures; and the display or distribution of offensive objects, pictures or cartoons when such conduct has the purpose or effect of interfering with a student’s academic performance or creating an intimidating, hostile, or offensive educational environment.

All reported incidents of sexual harassment and harassment will be promptly and thoroughly investigated.

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Any student who believes that they were harassed by another student, by an employee of the Board of Education or by a third party on school property or on the bus, shall report the alleged harassment by notifying their principal, the assistant principal or any other professional staff member of the alleged harassment. If a complaint cannot be resolved or the alleged harasser is the principal, the student may file a formal complaint with the appropriate Assistant Superintendent or Superintendent. To the extent possible, reports of sexual harassment and harassment shall be confidential.

Any student or employee engaging in an action or conduct constituting sexual harassment or harassment will be subject to appropriate disciplinary action, up to and including expulsion in the case of a student and termination of employment in the case of an employee. The Danbury Board of Education will also discipline, up to and including termination of employment in the case of an employee and expulsion in the case of a student, any individual who retaliates against any person who reports alleged sexual harassment or harassment or who retaliates against any person who testified, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment or harassment complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal, threat, or harassing behavior.

The intent of this policy should be reviewed regularly with students and employees and should be included in appropriate teacher's handbooks and students' code of conduct.