

<p align="center">DANBURY PUBLIC SCHOOLS Danbury, Connecticut</p>	<p align="center">REGULATIONS</p>	
<p align="center"><i>SEXUAL DISCRIMINATION AND HARASSMENT OF STUDENTS</i></p>	<p>Reviewed:</p>	<p>Policy No. 7-145.3 Page</p>
<p>The Superintendent of Schools and/designee are to maintain a learning and working environment that is free from sexual discrimination and/or harassment. Sexual harassment will not be tolerated among students or staff in the Danbury Public Schools.</p> <p>It shall be a violation of this policy for any form of sexual harassment to occur whether by students or staff. Students and staff are expected to adhere to a standard of conduct that is respectful and courteous to one another and to the public, and shall refrain from conduct or communications of a sexual nature as defined in Section I.</p> <p>All administrators shall be responsible for promoting an understanding of, and assuring compliance with, state and federal laws, and procedures governing sexual harassment within the Danbury Public Schools.</p> <p>Violation of this policy or regulations will be cause for disciplinary action. Sexual discrimination and/or harassment among staff members are addressed in Policy No. 4-300.</p> <p>I. DEFINITION</p> <p>Sexual harassment means unwanted and unwelcome sexual advance, request for sexual favors and other verbal or physical conduct of a sexual nature, that interferes with a person’s life. Sexual harassment includes, but is not limited to:</p> <ol style="list-style-type: none"> 1. Intimidation, sexual coercion, hostile or offensive conduct that has the purpose or effect of having a negative impact upon the individual’s academic performance, and/or educational environment; 2. Submission to or rejection of sexual conduct by an individual that is used as the basis for decisions affecting that individual regarding grades, services, honors, programs, or activities available at or through the educational institution; 3. Sexual invitations, suggestive or obscene letters, notes, obscene graffiti, derogatory comments, sexual gossip, slurs, jokes, epithets, assault, touching, impeding or blocking movement, leering, gestures, display of sexually suggestive objects, pictures or cartoons; 		

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<p>4. Expressions of continuing sexual interest after being informed that the interest is unwelcome; or</p> <p>5. Inappropriate attention of a sexual nature from among any combination of students or staff.</p> <p>II. COMPLAINT PROCEDURE</p> <p>1. If a person believes that he or she is being or has been harassed, generally that person should immediately inform the harasser that his or her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate. However, where there is a fear or discomfort with such direct action, such person may file a complaint under this procedure in any event.</p> <p>2. As soon as a person feels that he or she has been subjected to sexual harassment, he or she should report the alleged harassment to the school principal, an assistant principal or any other professional staff member. The administrator or professional staff member will provide the person with a copy of this policy and make him or her aware of his or her rights and provide assistance in filing the written complaint. Complaints against a staff member should be made to the principal or assistant principal.</p> <p>3. The complaint should state the following and will be filed with the principal or designated assistant principal for investigation:</p> <ul style="list-style-type: none"> a. Name of the complainant; b. Date of the complaint; c. Date of the alleged harassment; d. Name or names of the harasser or harassers; e. Location where such harassment occurred; f. Detailed statement of the circumstances constituting the alleged harassment. 		

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<p>4. If the complainant is a minor student, the administrator investigating the complaint should consider whether a child abuse report should be completed and whether the parent/guardian ought to be consulted.</p> <p>5. Within five school days of receipt of the complaint, the principal or designated assistant principal handling the complaint shall commence an effective, thorough, objective and complete investigation of the complaint. The investigating administrator shall consult with all individuals reasonably believed to have relevant information, including the student and the alleged harasser, any witnesses to the conduct, other alleged victims who may exist.</p> <p>The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigation process, the due process rights of the alleged harasser will be upheld.</p> <p>6. The investigating administrator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, which may include out-of-school suspension, expulsion, or other disciplinary action and a recommendation of criminal prosecution, and shall provide a copy for both the complainant and the alleged harasser.</p> <p>7. If the complainant is dissatisfied with the result of the investigation, he or she has ten days to file a written appeal with the appropriate assistant superintendent, who shall review the administrator's written report and supporting data to determine whether the alleged conduct constitutes harassment. The assistant superintendent may also conduct a reasonable investigation, including interviewing the complainant and the alleged harasser and any witnesses with relevant information. After completing this review, the assistant superintendent shall, within ten school days, respond in writing to the complainant.</p> <p>If, after a thorough investigation, there is reasonable cause to believe that sexual harassment has occurred, a sanction will be imposed by the Superintendent, upon a recommendation from the assistant superintendent, and the school shall take all</p>		

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<p>reasonable actions to ensure that the harassment ceases and will not reoccur. Depending on the degree of severity of the offense, the sanction for students may be out-of-school suspension, expulsion, or other disciplinary action and may include a recommendation of criminal prosecution. If the sexual harassment is a result of actions of an employee of the Board of Education, disciplinary action, up to and including termination of employment, may be taken.</p> <p>The parties involved will be informed that the appropriate action shall be taken if further harassment or retaliation occurs. If harassment or retaliation occurs, further action shall be taken.</p> <p>Copies of this regulation will be distributed to all employees of the Board of Education and the student body at the high school and middle schools. All staff and students should be come knowledgeable of sexual harassment prevention and response.</p> <p align="center"><u>[INTERPRETATION FOR STUDENTS OF REGULATIONS TO STUDENT SEXUAL HARASSMENT POLICY (attached)]</u></p> <p align="center"><u>INTERPRETATION FOR STUDENTS OF REGULATIONS TO STUDENT SEXUAL HARASSMENT POLICY</u></p> <p>It is a violation of Board of Education policy for any form of sexual harassment to occur whether by students or staff. Students and staff are to be respectful and polite to one another and should not take part in conduct of sexual type that is offensive.</p> <p>Examples of sexual harassment are:</p> <ol style="list-style-type: none"> 1. Threatening or offensive behavior that does not allow a person to do well in school or 		

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<p>take part in school activities.</p> <ol style="list-style-type: none"> 2. Taking part in sexual activity that is used to affect a student's grades, honors to be received, selection to activities, etc. 3. Suggestive or obscene letters, notes, pictures, graffiti, comments, gossip, slurs, jokes, touching, gestures, cartoons, or the showing of sexually suggestive objects. 4. Continually showing sexual interest in another person after being told that the person wants to be left alone. <p>What to do if you feel you have been sexually harassed?</p> <ol style="list-style-type: none"> 1. Tell the person who is harassing you to leave you alone and that his or her attention or behavior is not welcome. If you are afraid to do this, then file a complaint. 2. Harassment should be reported to the school principal, assistant principal, or to a professional staff member to whom you feel comfortable talking. 3. You will be helped in writing out a complaint report. It will be investigated by school administration. 4. The complaint will have to state: <ol style="list-style-type: none"> a. Who you are b. When the incident happened c. The name or names of the harassers d. Where did it happen e. All the details of what happened which may include witnesses. <p>How is my complaint investigated?</p> <ol style="list-style-type: none"> 1. An administrator has five days to investigate your complaint. He/she may talk to witnesses. 		

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<p>2. The administrator will make a written report telling the results of his/her investigation and if there is reasonable cause to believe that you were harassed.</p> <p>3. The person who harassed you may:</p> <ul style="list-style-type: none"> a. be suspended b. expelled c. have other disciplinary action taken and there may be a recommendation to send the report to the police for criminal prosecution <p>4. You and the alleged harasser will get a copy of the report.</p> <p>What if you don't like the outcome of the investigation?</p> <ul style="list-style-type: none"> 1. You have 10 days to make an appeal to the assistant superintendent. 2. Assistant Superintendent will review the case and may investigate further. 3. Within 10 days you will receive a written report. 4. Again if there is reasonable cause to believe that you were harassed, the Superintendent will take action such as listed above. <p>You should not be retaliated against for making a claim.</p>		

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