

Students

Sex Discrimination and Sexual Harassment

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is prohibited, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action.

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: While it is difficult to define sexual harassment precisely, it includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to or rejection of such conduct by an individual is used and/or threatened to be used as a basis for making any educational decision affecting a student; or
2. Such conduct is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment.

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

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.

3. Display of sexually suggestive objects, or use of sexually suggestive or obscene comments, invitations, letters, notes, slurs, jokes, pictures, cartoons, epithets or gestures.

Procedure

It is the express policy of the board of education to encourage victims of sex discrimination or sexual harassment to report such claims. Students are encouraged to promptly report complaints of sex discrimination or sexual harassment to the appropriate personnel, as set forth in the Administrative Regulations implementing this Policy. The district will investigate such complaints promptly and will take corrective action where appropriate. The district will maintain confidentiality to the extent appropriate. The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sexual harassment or sex discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator.

The school district will periodically provide staff development for district administrators and periodically distribute this Policy and the implementing Administrative Regulations to staff and students in an effort to maintain an environment free of sexual harassment and sex discrimination.

Legal References: United States Constitution, Amendment XIV
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, et seq.
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Office for Civil Rights, U.S. Department of Education, Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, 66 Fed. Reg. 5512 (Jan. 19, 2001).
Constitution of the State of Connecticut, Article I, Section 20.

Policy adopted: 4/25/2000
Revised Policy Approved: 11/27/07
Revised Policy Approved: 11/15/16

NORWICH PUBLIC SCHOOLS
Norwich, CT

**NORWICH PUBLIC SCHOOLS
NORWICH, CONNECTICUT 06360**

**SEXUAL HARASSMENT
COMPLAINT REPORT AND
INVESTIGATIVE REPORT**

Check one:
Student _____

Personnel _____

COMPLETE THE APPROPRIATE BOX AND THE BOTTOM OF THIS PAGE

Name of complainant (student): _____
Student's parents/guardian: _____
Home Address: _____ Telephone: _____
School: _____

Name of complainant: _____ Telephone (work): _____
Home address: _____ Telephone (home): _____
Department/Position of Employment: _____
Supervisor: _____

Date of incident: _____ Time of incident: _____ Date reported: _____

Location of incident: _____

Complaint filed against (name/position): _____

Details (description) of complaint:

SEXUAL HARASSMENT COMPLAINT AND INVESTIGATIVE REPORT

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(Details [continued])

Witnesses:

Name/Position	Address	Telephone

Signatures (acknowledgments):

Complainant: _____ Date: _____

Administration: _____ Date: _____
(Person assisting with report)

Parent/Guardian: _____ Date: _____
(For Students only)

Superintendent of Schools: _____ Date: _____

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Name of Complainant: _____ Date Decision Rendered: _____

Decision Rendered: Unfounded Exonerated Unsustained
Sustained

Recommended action/action taken:

Signatures (Acknowledgments):

Complainant: _____ Date: _____

Parent/Guardian: _____ Date: _____
(For Students only)

Subject of Investigation: _____ Date: _____

School Administrator: _____ Date: _____

Title: _____

Superintendent of Schools: _____ Date: _____