

HARASSMENT

The board recognizes the right of each employee and student to a working and learning atmosphere which is free of intimidation, hostility, and offensiveness. In order to ensure such an atmosphere, employees and students are not to engage in harassment of any other person. Acts of harassment based upon race, color, sex, sexual orientation, religion, age, national origin, or disability are not only a violation of this policy but also constitute illegal discrimination under state and federal laws.

Examples of prohibited harassment:

- A. Unwelcome sexual advances, gestures, comments or contact;
- B. Threats;
- C. Offensive jokes;
- D. Ridicule, slurs, derogatory action or remarks; and
- E. Basing employment or academic decisions or practices on submission to harassment.

Employees and students should also be advised of the importance of informing the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate. Employees who believe that they are victims of harassment should report such occurrences to the Affirmative Action Officer, immediate supervisor, or superintendent of schools. Students who believe that they are victims of harassment should report such occurrences to a teacher, counselor or administrator. The person who has allegedly been harassed shall be advised of the various options available to the person: Maine Human Rights Commission complaint, Title IX civil action, or formal request for discipline by the superintendent and/or board.

A substantiated charge against a staff member will subject him/her to disciplinary action, which may include dismissal.

A substantiated charge against a student will subject him/her to disciplinary action, which may include suspension or expulsion.

Appropriate information regarding harassment and recourse shall be posted in a prominent and accessible location in each workplace in the unit. Education and training shall take place as required by law for each new employee.

Legal Reference: TITLE IX OF 1972 EDUCATIONAL AMENDMENTS ACT
TITLE VII OF 1964 CIVIL RIGHTS ACT
GUIDELINES OF EQUAL EMPLOYMENT OPPORTUNITY COMM.
PL 1991, CHAP. 474 (5 MRSA SEC . 4613. 2)

Cross Reference: See also GBAA

Adopted: 11-16-95
Revised: 08-11-2005
Revised: 09-13-2012