

Personnel -- Certified

4118.11

Non-Discrimination

PROCEDURE

It is the express policy of the Board to encourage victims of sexual harassment to report such claims. Employees and students are encouraged to promptly report complaints of sexual harassment to the Superintendent or his/her designee. Complaints will be investigated promptly and corrective action will be taken when allegations are verified. Confidentiality will be maintained by all persons involved in the investigation and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.

Legal Reference: Connecticut General Statutes

46a-60 (a) (8)

42 U.S.C. 2000e ("Title VII")

29 C.F.R. 1604.11 (EEOC Guidelines on Sexual Harassment)

Regulation Adopted:

0 4 92

Weston Public Schools  
Weston, Connecticut

Personnel -- CertifiedNon-Discrimination

The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religious creed, age, marital status, national origin, sex, ancestry, present or past history of mental disorder, mental retardation, pregnancy or physical disability. The Weston Board of Education seeks to extend the advantages of public education with full equality of educational opportunity to all students and personnel.

NONDISCRIMINATION ON THE BASIS OF SEX

All persons associated with the district community including, but not limited to the Board, the administration, the staff, and the students are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment. Any person who engages in sexual harassment while acting as a member of the school community will be in violation of this policy. All matters involving sexual harassment complaints will remain confidential to the extent possible.

**Definition of Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature may constitute sexual harassment where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or participation in an educational function, or
- Submission to or rejection of such conduct by an individual is used as the basis for employment or decisions affecting such individual's education, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

Sexual harassment in the workplace whether by supervisory or non-supervisory employees will result in disciplinary action up to and including dismissal.

(cf. 4111 - Recruitment and Selection)

(cf. 4135 - Organizations/Units)

Legal Reference:

Connecticut General Statutes

10-153 Discrimination on account of marital status

10-153a Rights concerning professional organization and regulations

46a-60 Discriminatory Employment Practices Prohibited

Policy adopted: July 16, 1990  
Policy Revised: February 24, 1992

WESTON PUBLIC SCHOOLS  
Weston, Connecticut

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SEXUAL HARASSMENT

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