

RSU 16 (Mechanic Falls, Minot, Poland) (msm)✓

Policy Code: ACAA

Adopted: November 2003

Revised: ~~February 2012~~ ~~December 2019~~ May 2020

HARASSMENT & SEXUAL HARASSMENT OF STUDENTS

PHILOSOPHY:

It is the philosophy of the RSU 16 School Board that harassment and sexual harassment of students is not an acceptable condition for the positive operation of our schools.

POLICY:

Harassment of students because of race, color, sex, religion, ancestry or national origin, sexual orientation, or disability is prohibited. Such conduct is a violation of the RSU 16 School Board policy and may constitute illegal discrimination under State and Federal laws.

As defined in Maine law and for the purpose of this policy, “sexual orientation” means a person’s actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression. “Gender identity” means gender-related identity, appearance, mannerisms, or other gender-related characteristics of an individual, regardless of the individual’s assigned sex at birth.

HARASSMENT

Harassment includes, but is not limited to, verbal abuse based on race, color, sex, religion, ancestry or national origin, sexual orientation, or disability. Harassment that rises to the level of physical assault, battery and/or abuse is also addressed in the RSU 16 policy JICIA – Weapons, Violence and School Safety.

SEXUAL HARASSMENT

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors or pressure to engage in sexual activity, physical contact of a sexual nature, gestures, comments, or other physical, written or verbal conduct that is gender-based that interferes with a student’s education. School employees, fellow students, volunteers and visitors to the school, and other persons with whom students may interact in order to pursue school activities are required to refrain from such conduct.

Harassment/sexual harassment of students by school employees is considered grounds for disciplinary action, up to and including discharge. **Harassment/sexual harassment of students by other students is considered grounds for disciplinary action, up to and including expulsion.** The Superintendent will determine appropriate sanctions for harassment of students by persons other than school employees and students.

The Superintendent or the employee designated as the Title IX Coordinator will investigate complaints of harassment in accordance with the Student Harassment Complaint Procedure. School employees, students, and parents shall be informed of this policy/procedure through handbooks and/or other means selected by the school administration.

DELEGATION OF AUTHORITY:

The RSU 16 School Board delegates the authority to implement this policy to the Superintendent of Schools who may delegate to others.

LEGAL REFERENCE:

Title IX of the Education Amendments of 1972 (20 USC § 1681, et seq.)

Title VI of the Civil Rights Act of 1964 (42 USC § 2000(d))

5 MRSA §§ 4602; 4681 et seq.

20 MRSA § 6553

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