

## **SEXUAL HARASSMENT POLICY**

### **PURPOSE**

To create for all Granby Public School employees and students a work and study environment free of sexual harassment.

The School Committee is committed to safeguarding the right of all persons associated with the Granby Public Schools, including students, employees, school committee members and volunteers to a work and educational environment that is free from all forms of sexual harassment. Therefore, the School Committee condemns and prohibits all sexual harassment on its premises.

All individuals associated with the Granby Public Schools, but not necessarily limited to the School Committee, the administration, the staff, students and members of the public while on campus, 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 or while on school property will be in violation of this policy.

Appropriate disciplinary action, up to and including dismissal, will be taken in any instance where an employee violates this policy. Sexual harassment by a student will result in disciplinary action up to and including expulsion. Sexual harassment by others will result in their being excluded from school premises or, if it is required that they enter the premises, they will be accompanied by a Granby Public Schools representative at all times.

If the sexual harassment is criminal in nature, the offense shall be reported to the police department. If the sexual harassment requires the intervention of State social service or protective agencies, the proper authorities will be contacted. In these circumstances, the Granby Public Schools' attorney will be immediately contacted to give advice and guidance on how to process these actions with the appropriate authorities.

Any student, employee or individual acting legitimately on school property who believes that he or she has been subjected to sexual harassment should make a complaint to his or her supervisor, teacher, guidance counselor or building principal so that appropriate action may be taken at once.

Management representatives are charged with the responsibility of discouraging any sexually harassing behaviors within or outside of their areas of supervision. This includes directly confronting the harasser when a management representative observes harassing behavior, and/or reporting the activity to the

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appropriate person.

Complaints will be investigated promptly and corrective action will be taken where appropriate. No person will suffer retaliation or intimidation as a result of using the internal complaint procedure.

A copy of this policy and its accompanying regulations are posted in appropriate places and made available to individuals upon request.

Legal References: Title VII, Section 703, Civil Rights Act 1964 as amended  
45 Federal Regulations 746776 issued by Chapter  
622/EEOC Title IX of 1972 Education Amendments

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