

# **SEXUAL HARASSMENT**

## **PURPOSE**

The purpose of this policy is:

1. To acknowledge all regulations, requirements and responsibilities defined by state and federal laws regarding sexual harassment;
2. To establish School District policy that expresses strong disapproval of any sexual harassing activities;
3. To encourage all employees, School Board members, and students who are victims of sexual harassment to report any instance of sexual harassment;
4. To establish a procedure for the report of instances of sexual harassment;
5. To establish guidelines for prompt and effective remedial action.
6. To designate the position of "Student Advocate" as a support for a student who feels she or he may have been the target of sexual harassment.

## **DEFINITION**

Sexual harassment is defined as any deliberate, unwanted verbal or physical sexual conduct, sexually explicit derogatory statement, or sexually discriminating remark which is offensive or objectionable to the recipient, or which causes the recipient discomfort or humiliation or which interferes with the recipient's academic or work performance.

Sexual harassment can take the form of unwanted sexual attention, ranging from leering, pinching, patting, verbal comments, display of graphic or written sexual material, and subtle or express pressure for sexual activity. In addition to the anxiety caused by sexual demands on the recipient, sexual harassment may include the implicit message from the alleged offender that noncompliance will lead to reprisals.

## **DECLARATION OF POLICY**

It is the policy of the South Shore School Board of Education to provide a work and learning environment free from all forms of discrimination including incidents of sexual harassment or intimidation. No employee, school board member or student



**113 Sexual Harassment Policy**

APPROVED: 1993

REVIEWED: January 23, 2019

REVISED: June 16, 1994  
May 24, 2000  
March 26, 2019