

SEXUAL HARASSMENT POLICY

PURPOSE

To create for all Richmond Consolidated School (RCS) 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 Richmond Consolidated 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 in school, on school grounds, or at school related activities.

All individuals associated with RCS but not necessarily limited to the School Committee, the administration, the staff, students, vendors and members of the public while on campus or at school events, 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 or at school events 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 an RCS 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 RCS 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, Title IX Coordinator or building principal so that appropriate action may be taken at once.

File: ACAB

Management representatives and school employees, 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 or other school employees, observe harassing behavior, and/or reporting the activity to the RCS 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 EEOC Commission.
Education Amendments of 1972, 20 U.S.C. 1681 et. seq. (Title IX)
Board of Education 603 CMR 26:00

First reading: April 14, 2015
Second reading: August 3, 2015

