

SEXUAL HARASSMENT

Policy

It is the policy of the Chittenango Schools to maintain a learning and working environment free from sexual harassment. No employee, student, volunteer or vendor doing business with the district, shall be subject to sexual harassment.

Definition

- A. Sexual harassment means unwelcome sexual advances, requests of sexual favors, and other verbal or physical conduct of a sexual nature when:
1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or advancement, or of a student's participation in school programs or activities; or
 2. Submission to or rejection of such conduct by an employee, student, volunteer or vendor doing business with the district is used as the basis for decisions affecting the employee, student, volunteer or vendor; or
 3. Such conduct has the purpose or effect of unreasonably interfering with an employee's performance, or creating an intimidating, hostile or offensive work or learning environment.
- B. Sexual harassment as set forth in this section may include, but is not limited to:
1. Verbal harassment or abuse of a sexual nature;
 2. Pressure for sexual activity;
 3. Repeated remarks with sexual or demeaning implications;
 4. Unwelcome touching;
 5. Sexual jokes, posters, graffiti, and other like forms of communication of a sexual nature; or
 6. Suggestions or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, job or other rights or benefits normally derived from one's employment or education.

Procedures

1. Any person who alleges sexual harassment by a staff member or student in the school district may complain directly to his/her immediate supervisor, Building Principal, or Superintendent of Schools. Reporting sexual harassment will not reflect on the individual's status, nor will it affect future employment, grades, or work assignments.
2. The right to confidentiality, for both the accuser and the accused, will be respected consistent with the school district's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.
3. Each administrator shall be responsible for promoting understanding and acceptance of, and assuring compliance with, state and federal laws and board policy and procedures governing sexual harassment within her or his school or office.
4. It is the right of any student, employee, volunteer or vendor doing business with the district to make a complaint and each complaint will be investigated fairly, thoroughly and promptly.

5. Once an investigation has been completed both the complaint and the alleged harasser will be informed of the results of the investigation and what action, if any, will be taken.

Sanctions

1. It shall be a violation of this policy for any member of the Chittenango Central Schools staff to harass another staff member or student through conduct or communications of a sexual nature as defined in Section B. It also shall be a violation of this policy for students to harass other students or staff through conduct or communications of a sexual nature as defined in Section B.
2. A substantiated charge against a staff member in the school district shall subject that staff member to disciplinary action, up to and including discharge.
3. A substantiated charge against a student in the school district shall subject that student to disciplinary action, which may include suspension or expulsion, consistent with the student disciplinary code.

Notification

Notice of this policy shall be circulated to all schools and departments of the Chittenango Central Schools and incorporated in employee publications and student handbooks.

Adoption date: June 4, 2002
Effective: July 1, 2002