

POLAND SCHOOL COMMITTEE	CODE: ACAA Page: 1
SUBJECT: HARASSMENT AND SEXUAL HARASSMENT OF STUDENTS	
DATE OF ORIGINAL POLICY: November 2003 REVISION DATE:	
JURISDICTION: Poland Community School; Bruce M. Whittier Middle School	

PHILOSOPHY:

It is the philosophy of the Poland School Committee 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 Poland School Committee policy and may constitute illegal discrimination under State and Federal laws.

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 Poland High School 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.

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AMPLIFYING INSTRUCTIONS AND GUIDELINES:

As per this policy statement.

DELEGATION OF AUTHORITY:

The Poland School Committee delegates the authority to implement this policy to the Superintendent of Schools who may delegate to others.

EXCEPTIONS TO THE POLICY:

None

REPORTS:

None

DEFINITIONS:

As per this policy statement headings – Harassment; Sexual Harassment

ATTACHMENTS:

None

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

CROSS REFERENCES:

ACAA-R – Student Harassment Complaint Procedure

AC – Non-discrimination/Equal Opportunity and Affirmative Action

ACAD – Hazing

JICIA – Weapons, Violence and School Safety

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SIGNATURE BLOCK:

Poland School Committee

Ike Levine

DATE

Peter Bolduc

DATE

Jack Conway

DATE

Norman Davis

DATE

Laurie Levine

DATE