



SCHOOL COMMITTEE POLICY

#17

Sexual Harassment

The Maynard Public Schools requires all employees, students and visitors to conduct themselves in an appropriate manner with respect to their fellow employees, students and all members of the school community. Sexual harassment by administrators, certified and support personnel, students, volunteers, vendors and other individuals at school or at school sponsored or related vents is unlawful and is strictly prohibited.

Sexual harassment includes but is not limited to sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work or educational performance by creating an intimidating, hostile, humiliating or sexually offensive work or educational environment.

The determination of what constitutes sexual harassment will vary with the particular circumstances. Generally sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Acceptance of, submission to, or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or education
2. The individual's response to such conduct is used as a basis for employment decisions affecting an employee or as a basis for educational, disciplinary or other decisions effecting a student;
3. Such conduct interferes with the individual's job duties, education, or participation in extra-curricular activities;
4. The conduct creates an intimidating, hostile or offensive work or school environment.

Any employee or member of the school community found to have engaged in sexual harassment shall be subject to sanctions including, but not limited to; warning, suspension, termination/expulsion or other sanctions as determined by the school administration and/or School Committee, subject to applicable procedural requirements. Any attempt by an employee or a student to retaliate against a person who makes a claim of sexual harassment or provides information regarding a claim of sexual harassment is strictly prohibited and may result in any of the sanctions described in the previous sentence.

This policy will be enforced by the Superintendent or appointed designee.
The procedure for filing a complaint and for the investigation of the complaint is contained in a separate document.

This policy will be given to all new employees at the time of hire, and annually thereafter,
Students will receive a copy of this policy annually.

Date Approved: 11/8/2012

Earlier Version: 12/94, 6/96, 6/98, 11/98, 2/07

Cross Reference: #14, #335, #637 (reporting of child abuse)
