



School Committee Policy:

#16

Harassment

The Maynard Public Schools are committed to maintaining a school environment free of harassment based on race, color, sex, gender identity, religion, national origin, sexual orientation, age, or disability. Harassment by administrators, certified and support personnel, students, volunteers, vendors and other individuals at school or at school sponsored or related events is unlawful and is strictly prohibited. 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.

Harassment includes communications such as jokes, comments, innuendoes, notes, emails, display of pictures or symbols, gestures, or other conduct which has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or offensive work or educational environment.

In a hostile work environment case, the complainant must prove: or shows disrespect to others based upon race, color, religion, sex, gender identity, national origin, age, sexual orientation or disability. Harassment of a sexual nature is addressed in Policy #17, Sexual Harassment.

By law, what constitutes harassment is determined from the perspective of a reasonable person with the characteristic on which the harassment is based. What one person may consider acceptable behavior may reasonably be viewed as harassment by another person. Therefore, individuals should consider how their words and actions might reasonably be viewed by other individuals. It is also important for individuals to make it clear to others when a particular behavior or communication is unwelcome, intimidating, hostile or offensive.

Maynard Public Schools is also committed to preventing all forms of bullying. While bullying can occur with a single incident, it generally involves a pattern of conduct over time directed at a person. Bullying may include any written or verbal expression, or physical acts or gestures, directed at another person(s) to intimidate, frighten, ridicule, humiliate or cause harm to the other person, where the conduct is not related to the person's membership in a protected class (e.g. race, sex). Bullying may include, but is not limited to, repeated taunting, threats of harm, verbal or physical intimidation, cyber-bullying through emails, instant messaging or websites; pushing, kicking, hitting, spitting, or taking or damaging another's personal property. Bullying behavior may also constitute a crime.

In addition, retaliation against any individual who has brought harassment or other inappropriate behavior to the attention of the school or who has cooperated in an investigation of a complaint under this policy is unlawful and will not be tolerated by the Maynard Public Schools.

Persons who engage in harassment, bullying, or retaliation may be subject to disciplinary action, including, but not limited to reprimand, suspension, termination/expulsion or other sanctions as determined by the school administration and/or School Committee, subject to applicable procedural requirements.

This policy will be enforced by the Superintendent or appointed designee.

Separate documents outline the investigatory for individuals who are bringing a claim of harassment.

The Maynard Public Schools urges all individuals in the school community to bring any concerns or complaints of harassment or bullying to the attention of appropriate school personnel so that they can resolve the issue.

Date Approved: 10/25/12

Earlier Version: 2/07, 6/96, 6/98, 11/98,5/00, 3/01

Cross Reference: #14, 15, 16, 637 (Child Abuse Reporting Policy)

Legal References: M.G.L c. 76, sect. 5; Title VII of the Civil Rights Act of 1964; Title VI of Civil rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Titles I and II of the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments of 2008; M.G.L. 119, sect. 51A; M. G.L. c. 151B, sect. 4;
