

MEDFIELD PUBLIC SCHOOLS SEXUAL HARASSMENT POLICY

The Medfield Public Schools is committed to providing faculty, staff and students with an environment in which they may pursue their careers and studies without being sexually harassed. All persons associated with the Medfield Public Schools including, but not limited to, the school committee, the administration, the staff and the students 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 will be in violation of this policy.

To inform all parties of the law, reporting method and penalty for violating the policy, copies of the [Title IX Procedures policy](#) will be included in all Medfield Public Schools Student, Parent and Faculty Handbooks and will be distributed to support personnel through department managers/supervisors.

Sexual harassment is a violation of the Title VII and Title IX of the 1964 Civil Rights Act and G. L., c.151, §3A. "Sexual harassment" [in the employment context](#) is defined in G.L. c. 151B, § 1 as unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of employment, academic standing, school-related opportunities or as a basis for employment decisions.
- Such advances, requests, or conduct have the purpose or effect of unreasonably interfering with an individual's academic or work performance by creating an intimidating, hostile, humiliating, or sexually offensive work or educational environment.

[In the educational context, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:](#)

- [An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct \("quid pro quo harassment"\);](#)
- [Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity \("hostile environment harassment"\); or](#)
- ["Sexual assault" as defined in 20 U.S.C. 1092\(f\)\(6\)\(A\)\(v\), "dating violence" as defined in 34 U.S.C. 12291\(a\)\(10\), "domestic violence" as defined in 34 U.S.C. 12291\(a\)\(8\), or "stalking" as defined in 34 U.S.C. 12291\(a\)\(30\)](#)

While it is not possible to list all circumstances that may be considered sexual harassment, the following are examples of conduct that violate the law and policy and which, if severe and pervasive [and objectively offense](#), constitute sexual harassment. In each case, such a determination will depend upon the totality of the circumstances, including the severity of the conduct and its pervasiveness. Sexual harassment includes, but is n

limited to:

- Unwelcome sexual advances, whether they involve physical touching or not.
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments.
- Sexual epithets, jokes, written or verbal references to sexual conduct, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess.
- Discussions of one's own sexual activities or inquiries into others' sexual experiences.
- Displaying sexually suggestive objects, pictures, or cartoons.

Several behaviors listed as sexual harassment may also constitute physical or sexual abuse. Sexual abuse is defined as any act or acts by any persons involving sexual molestation or exploitation of a child, including, but not limited to incest, prostitution, rape, sodomy, or any lewd or lascivious conduct involving a child. Thus, under certain circumstances, alleged harassment may also constitute physical and/or sexual abuse under Massachusetts law. Such harassment or abuse is subject to the duties of mandatory reporting and must be reported to the Department of Children and Families within twenty-four (24) hours of the time the educator becomes aware of the suspected abuse. All school personnel are identified as being mandated reporters.

The committee's policy against sexual harassment will extend to students, staff, the general public, and individuals with whom it does business. If you have a complaint or feel that you have been sexually harassed you may register your complaint with the District's ~~Title IX Coordinators-Civil Rights Coordinator or the Building Principal for the school in which the alleged discrimination occurred~~. Students may also report sexual harassment to any staff person s/he feels comfortable with, and that staff person will in turn report the alleged incident of sexual harassment to the ~~District Title IX Coordinator Building Principal or District Civil Rights Coordinator~~.

All investigations will be in compliance with Title IX and Policy- ~~XXXACE~~, the District's ~~Title IX Non-Discrimination and Grievance~~ Procedure.

CROSS REF.: AC, Non-Discrimination

ACA, Non-Discrimination on the Basis of Sex

~~XXXACE, Title IX Non-Discrimination Policy and Grievance~~ Procedure