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Hermon School Department

## **Harassment and Sexual Harassment of Students**

Harassment of students because of race, color, sex, sexual orientation, religion, ancestry or national origin, age or disability is prohibited. Such conduct is a violation of School Committee policy. Harassment of students because of race, color, sex, religion, ancestry or national origin, age, or disability may constitute illegal discrimination under state and federal laws.

### **Harassment**

Harassment includes but is not limited to verbal abuse, continued derogatory remarks, threats, physical assault and/or battery based on race, color, sex, sexual orientation, religion, ancestry or national origin, age, or disability. Harassment that arises to the level of physical assault, battery and/or abuse is also addressed in School Committee policy JICIA – Weapons, Violence and School Safety.

### **Sexual Harassment**

Sexual harassment includes but is not limited to unwelcome sexual advances, suggestive or lewd remarks, 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 the 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 students harassed by persons other than school employees and students.

The superintendent or the employee designated as the Title IX Coordinator (the Affirmative Action Officer) 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.

Legal Reference: Title IX of the Educational Amendments of 1972 (20 USC § 1681 et seq.)  
Title VI of the Civil Rights Act of 1964 (42 USC § 2000d)  
5 MRSA §§ 4602; 4681 et seq.  
20 MRSA 6553