

HARASSMENT

The Nauset Public Schools are committed to equal employment and education opportunity for all employees and applicants, students, and members of the school community without regard to race, color, religion, sex, national origin, age, sexual orientation, or disability in all aspects of employment and education. The members of the school community include the school committee, administration, staff, students, and volunteers working in the schools, while they work and study subject to school authorities.

The Nauset Public Schools are also committed to maintain a school and work environment free of harassment based on race, color, religion, national origin, age, sex, sexual orientation, or disability. The Nauset Public Schools expect all employees and members of the school community to conduct themselves in an appropriate and professional manner with concern for their fellow employees and the students.

Harassment on the basis of sex, color, religion, national origin, age, sexual orientation, and disability in any form will not be tolerated. Such harassment may include, but is not limited to unsolicited remarks, gestures or physical contact, display or circulation of written materials or pictures derogatory to either gender or to racial, ethnic, religious, age, sexual orientation or disabled individuals or groups.

In addition, sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain or maintain employment or educational development and opportunity, or
2. submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such individual, or
3. such conduct or communications has the purpose or effect of interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive work or educational environment.

Bullying is a form of harassment that can lead to chronic absenteeism, truancy, and even dropping out of school. Bullying is defined as the act of one or more individuals intimidating one or more persons through verbal, physical, mental, or written interactions. The school committees expect administrators and supervisors to make clear to students and staff that bullying in the school building, on school grounds, on the bus or school sanctioned transportation, or at school-sponsored functions will not be tolerated and will be grounds for disciplinary action up to and including suspension and expulsion for students, and termination for employees.

Any violation of this policy should be brought to the attention of the assistant superintendent or to any school building principal or assistant principal as soon as possible. An investigation will be conducted in accordance with the procedure set forth in the Nauset Public Schools Discrimination and Harassment Complaint Procedure. If a violation of this policy is found to have occurred, appropriate action will be taken as set forth in the Discrimination and Harassment Complaint Procedure.

Any employee or member of the school community found to have engaged in harassment shall be subject to sanctions, including, but not limited to, warning, suspension, or termination subject to applicable procedural requirements.

While this policy sets forth the goals of the Nauset Public Schools in providing a workplace and an educational environment free of harassment of any kind including sexual harassment, the policy is not designed or intended to limit Nauset's authority to discipline or take remedial action for conduct in the workplace or in an educational setting which is deemed unacceptable regardless of whether that conduct is specifically described in or prohibited by this or any other school district policy.

Under certain circumstances, sexual harassment may constitute child abuse under Massachusetts Law, G.L.C. 119 Section 51A. The Nauset Public Schools shall comply with Massachusetts laws in reporting suspected cases of child abuse.

Adopted as amended: February 2002