

HARASSMENT AND SEXUAL HARASSMENT OF SCHOOL EMPLOYEES

Harassment will not be tolerated at FSAS. Acts of harassment based upon race, color, sex, religion, age, national origin, ancestry, sexual orientation or handicapping condition are not only a violation of this policy, but also constitute illegal discrimination under state and federal laws.

Examples of prohibited harassment include, but are not limited to:

- A. Unwelcome sexual advances, gestures, comments, or contact;
- B. Threats;
- C. Offensive jokes;
- D. Ridicule, slurs, derogatory action or remarks; and
- E. Basing employment decisions on practices of submission to harassment.

Each employee and each student has the right to work and learn in an environment which is free of intimidation, hostility, and offensiveness. Employees and students are encouraged to inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate.

Employees and students who believe that they are victims of harassment should report such occurrences to the Executive Director/Affirmative Action Coordinator or designee. The Affirmative Action Coordinator or designee shall advise the person who has allegedly been harassed of the various options available to the person: Human Rights Commission complaint, Title IX civil action, or formal request for discipline by the superintendent and/or board.

Appropriate information regarding harassment and recourse will be posted in a prominent and accessible location in each workplace in the unit, as well as a public place. Education and training shall take place as required by law for each new employee.

Legal Reference: Title IX of 1972 Educational Amendments Act
Title VII of 1964 Civil Rights Act
Guidelines of Equal Employment Opportunity Comm.PL 1991, Chap 474
(5 MRSA Sec. 4613.2; 26 MSRA Sec. 806, 807)

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