

## Personnel — Certified and Non-Certified

### Sexual Harassment

The Board of Education is committed to safeguarding the right of all employees within the school district to a work environment that is free from all forms of sexual harassment. Therefore, the Board condemns all unwelcome behavior of a sexual nature which is either designed to extort sexual favors from an employee as a term or condition of employment, or which has the purpose or effect of creating an intimidating, hostile, or offensive working environment. The Board also strongly opposes any retaliatory behavior against complainants or any witnesses.

Any employee who believes that he or she has been subjected to sexual harassment should report the alleged misconduct immediately so that appropriate corrective action may be taken at once. In the absence of a victim's complaint, the Board, upon learning of, or having reason to suspect, the occurrence of any sexual misconduct, will ensure that an investigation is promptly commenced by appropriate individuals.

The Superintendent of Schools, or his/her designee, is directed to develop and implement specific procedures on reporting, investigating and remedying allegations of sexual harassment.

A copy of this policy and its accompanying regulation are to be distributed to all supervisory and non-supervisory personnel and posted in appropriate places.

Legal References:        Civil Rights Act of 1964, Title VII, 42 U.S.C. S2000-e2(a)  
                                  Equal Employment Opportunity Commission Policy Guidance (N-915.035) on  
                                  Current Issues of Sexual Harassment, Effective 10/15/88  
                                  *Meritor Savings Bank, FSB v. Vinson* 477 US.57 (1986)  
                                  29 CFR Para. 1604.11 (EEOC)  
                                  *Faragher v. City of Boca Raton, No. 97-282* (U.S. Supreme Court, June 26,1998)  
                                  *Burlington Industries, Inc. v. Ellerth, No. 97-569,* (U.S. Supreme Court, June  
                                  26,1998)  
                                  *Gebbs v. Lago Vista Indiana School District, No. 99-1866,* (U.S. Supreme  
                                  Court, June 26,1998)  
                                  Connecticut General Statutes  
                                  46a-60 Discriminatory employment practices prohibited.

Replace Brookfield Policy with CAGE

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Brookfield, Connecticut