

~~Personnel – Certified/Non-Certified~~
Sexual Harassment

~~The Brookfield Board of Education condemns and prohibits all sexual harassment whether by students, certified or non-certified personnel, individuals under contract, or volunteers subject to the control of the Board.~~

~~Sexual harassment consists of any unwelcome advances, requests for sexual favors or any conduct of a sexual nature which deliberately or carelessly creates an intimidating, hostile or offensive working or learning environment.~~

~~Sexual harassment occurs when:~~

- ~~1. submission to such conduct is made a term or condition of an individual's employment;~~
- ~~2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions or educational decisions affecting that individual, or~~
- ~~3. such conduct has the purpose or effect of substantially interfering with an individual's work or educational performance.~~

~~Sexual harassment may include, but is not limited to:~~

- ~~• continuing to express sexual interest after being informed that the interest is unwelcome~~
- ~~• writing or possessing obscene letters, notes or invitations~~
- ~~• making derogatory comments, slurs, jokes or epithets~~
- ~~• assaulting or touching~~
- ~~• making, impeding or blocking movements~~
- ~~• displaying sexually suggestive objects, pictures or cartoons~~
- ~~• leering or making sexual gestures.~~

~~Sexual harassment may also involve the misuse of power and may include:~~

- ~~• controlling, influencing or affecting one's career~~
- ~~• manipulating salary~~
- ~~• withholding support for an appointment~~
- ~~• preventing promotion, transfer, or change of assignment~~
- ~~• suggesting a poor performance report will be prepared~~
- ~~• suggesting probation will be denied~~
- ~~• controlling, influencing or affecting educational opportunities~~
- ~~• manipulating and threatening to manipulate grades~~
- ~~• manipulating the learning environment~~
- ~~• denying course admission~~
- ~~• suggesting or giving poor performance evaluations or recommendations~~
- ~~• enhancing or limiting student's benefits or services due a student~~

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~~Sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from peers as well as supervisors or subordinates and from students as well as staff.~~

~~Any employee who believes he or she has been subjected to sexual harassment should report the incident immediately to the appropriate personnel either orally or by written complaint. All such incidents shall be investigated promptly. If it is found that sexual harassment has occurred, immediate and appropriate corrective action will be taken.~~

~~An employees found guilty of sexual harassment may be non renewed or his or her employment may be suspended or terminated as per Board of Education Policy 4117.4 (a) (c) or 4217.4 (a) (c).~~

~~Legal Reference: Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000 e2(a).
Equal Employment Opportunity Commission Policy Guidance
(N 915.035) on Current Issues of Sexual Harassment, effective 10/15/88.
Title IX of the Education Amendments of 1972, 34 CFR Section 106.
Meritor Savings Bank. FSB v Vinson, 477 U.S. 57 (1986)
Connecticut General Statutes.
46a-60 Discriminatory employment practices prohibited.
Constitution of the State of Connecticut, Article I, Section 20~~

~~Policy~~ BROOKFIELD PUBLIC SCHOOLS
~~Adopted: 12/9/92~~ Brookfield, Connecticut