SEXUAL HARRASSMENT

Sexual harassment is against federal and state law. The Board is committed to maintaining an educational and working environment free from such harassment, and therefore prohibits sexual harassment of students and employees in the district. The district will establish detailed policies and regulations for both students and employees which address definitions, protections, prohibited behavior (including retaliation), prevention activities, training/education, complaint reporting, investigations, and consequences.

Cross-ref: 0110.1, Sexual Harassment of Students
           0110.2, Sexual Harassment of Employees

     Education Law §§10-18 (Dignity for All Students Act)
     Executive Law §296-d (prohibition of sexual harassment of employees and non-employees)
     Labor Law §201-g (required workplace sexual harassment policy and training)
     Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515
     (mandatory arbitration prohibited)
     General Obligations Law §5-336 (nondisclosure agreements optional)
     Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
     Cannon v. University of Chicago, 441 U.S. 677 (1979)
     Office for Civil Rights Revised Sexual Harassment Guidance (January 19, 2001)
     Office for Civil Rights, Dear Colleague Letter: Bullying (October 26, 2010)

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