

ENVIRONMENT FREE OF SEXUAL HARASSMENT

Sexual harassment of any employee or student, by any other employee or student, or by anyone a student or employee may interact with, in order to fulfill job or school responsibilities will not be tolerated.

Sexual advances, request for sexual favors, non-verbal, verbal, and/or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual;
3. Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or of creating an intimidating, hostile, or offensive employment or educational environment.

Conduct which may be considered sexual harassment in any relationship other than that between consenting peers includes such things as, but not limited to:

- a. Verbal harassment or abuse.
- b. Subtle pressure for sexual activity.
- c. Sexist remarks about an individual's clothing, ability, body, or sexual activities.
- d. Inappropriate, unnecessary or unwanted touching, patting, or pinching.
- e. Leering at or ogling an individual's body.
- f. Constant brushing up against an individual's body.
- g. Demands for sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendation, etc.
- h. Physical assault.
- i. Display of sexually suggestive objects or pictures.

- j. Playing of sexually suggestive movies or lyrics.

Sexual harassment will be treated as a major disciplinary offense so that, depending on the circumstances and the degree of harassment, the offender may be disciplined with a suspension subject to discharge or expulsion. Additionally, some forms of sexual harassment are considered violations of criminal law and, as such, must be referred to legal authorities.

No individuals shall be reprimanded or discriminated against in any way for initiating an inquiry or complaint to the Grievance Committee. The rights of an individual against whom a complaint is brought shall also be protected.

Any inquiries, complaints and other communications relative to this policy are to be made to the Chairman of the Grievance Committee c/o the Superintendent of Schools, School Administrative Unit #39, PO Box 849, Brick School, Amherst, New Hampshire 03031. All inquiries, complaints and other communications shall be forwarded immediately to the Grievance Committee. See AC-R& ACA-R for grievance procedure.

ADOPTION: May 1992