

PROHIBITION OF SEXUAL HARASSMENT

Harassment on the basis of sex constitutes unlawful sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal and/or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or in the case of students, academic achievement or related matters, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or in the case of students, academic achievement or related matters affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or in the case of students, academic achievement or related matters or creating an intimidating, hostile, or offensive working/school environment.

It is the policy of the Gilmanton School District to provide educational environments in which all members of this academic community may work and learn in an atmosphere of respect for the dignity and worth of all its members. Such an environment is one that is free of sexual harassment. Sexual harassment is not only illegal but also unacceptable and impermissible conduct which will not be tolerated.

All members of the Gilmanton School District are expected and instructed to contribute to an atmosphere free of sexual harassment. Sexual harassment of an employee or student by an other employee or student, or by anyone a student or employee may interact with in order to fulfill job or school responsibilities is a violation of the policy and will not be tolerated.

Informal complaints will first of all be made to the complainant's immediate supervisor and/or building administrator. Complaints of a formal nature and/or unresolved complaints brought to the immediate supervisor and/or building administrator will be dealt with through the Title IX Grievance Procedure Policy AC-R.

(Adopted: 10-15-84, 12-12-94)

Revised: September 9, 1999

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