

POLICY AGAINST SEXUAL HARASSMENT TOWARD STUDENTS

The Acton Public Schools and the Acton-Boxborough Regional Schools (collectively the “Schools”) are committed to providing an educational environment free of sexual harassment. Sexual harassment compromises professional relationships and undermines the quality of the educational environment. Sexual harassment is strictly prohibited and will not be tolerated in any form in the school systems.

The condoning of sexual harassment or the retaliation against an individual because he or she complains of sexual harassment or because he or she assists in the investigation of a complaint of sexual harassment is prohibited.

A. Sexual Conduct towards Students

All school employees, volunteers or contractors are prohibited from making any sexual advances or requests, sexual favors or other verbal or physical conduct of a sexual nature toward a student, whether or not unwelcome.

B. Sexual Harassment

Employees, volunteers, contractors or students are prohibited from making any unwelcome sexual advances or requests for sexual favors and from engaging in any other verbal or physical conduct of a sexual nature when those advances, requests or conduct have a purpose or effect of unreasonably interfering with the education of a student by creating an intimidating, hostile, humiliating or sexually offensive educational environment. Prohibited behaviors include, but are not limited to, leering, pinching, grabbing, suggestive verbal comments, off-color jokes, and pressure for sexual activity.

All complaints of sexual harassment will be promptly and fully investigated and steps taken necessary to remedy the situation. These steps or procedures are designed to correct, remedy and discipline violations of the policy. An employee, volunteer or contractor who engages in sexual harassment is subject to disciplinary action up to and including termination of employment or other services. In the case of a student, disciplinary action may include suspension and/or exclusion from school.