

| NEPN/NSBA CODE: ACAA

|
| M.S.A.D. #12 POLICY
| HARASSMENT AND SEXUAL HARASSMENT OF STUDENTS

|
| Harassment of students because of race, color, sex, religion, ancestry or
| national origin, or disability is prohibited. Such conduct is a violation of
| Board policy and may constitute illegal discrimination under state and federal
| laws.

|
| Harassment

| Harassment includes but is not limited to verbal abuse based on race, color, sex,
| religion, ancestry or national origin, or disability. Harassment that rises to
| the level of physical assault, battery and/or abuse is also addressed in the
| Board policy JICIA - Weapons, Violence and School Safety.

|
| Sexual Harassment

| Sexual harassment includes but is not limited to unwelcome sexual advances,
| requests for sexual favors or pressure to engage in sexual activity, physical
| contact of a sexual nature, gestures, comments, or other physical, written or
| verbal conduct that is gender-based that interferes with a student's education.
| School employees, fellow students, volunteers and visitors to the school, and
| other persons with whom students may interact in order to pursue school
| activities are required to refrain from such conduct.
| Harassment/sexual harassment of students by school employees is considered
| grounds for disciplinary action, up to and including discharge. Harassment/sexual
| harassment of students by other students is considered grounds for disciplinary
| action, up to and including expulsion. The Superintendent will determine
| appropriate sanctions for harassment of students by persons other than school
| employees and students.

|
| Legal References:

| Title IX of the Education Amendments of 1972 (20 USC § 1681, et seq.)
| Title VI of the Civil Rights Act of 1964 (42 USC § 2000(d))
| 5 MRS § 4602; 4681 et seq.

| Cross References:

| AC - Nondiscrimination/Equal Opportunity and Affirmative Action
| ACAA-R - Student Harassment Complaint Procedure
| JICIA - Weapons, Violence and School Safety

|
| Adopted: August 13, 2002