

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Personnel – Certified/Non-Certified**

**4118.112**

**Discrimination and Harassment**

Sexual harassment is expressly prohibited and will not be tolerated in any form. Sexual harassment shall include, but not be limited to, unwelcome sexual advances, direct or indirect demands or requests for sexual favors, sexual comments, gestures or other physical actions of a sexual nature when:

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

All reported incidents of sexual harassment will be promptly and thoroughly investigated.

Any person who believes that s/he has suffered sexual harassment shall report the alleged harassment to either the Building Administrator, Personnel Supervisor or Business Manager. If neither person is available, reports may be filed with the Assistant Superintendent. Sexual Harassment report forms are available in the Personnel Office and each school office. Reports of sexual harassment shall be confidential to the extent possible.

Any employee engaging in any action or conduct constituting sexual harassment will be subject to appropriate disciplinary action, up to and including termination of employment. The Board of Education will discipline any individual who retaliates against any person who reports an alleged sexual harassment complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

The Board of Education will not tolerate false accusations of sexual harassment. The employee who files a false report of sexual harassment will be subject to discipline.

The Enfield Board of Education is committed to providing education and training programs to employees. It is the policy of the Board of Education to maintain an environment free from discrimination and harassment where all people are treated in all respects without discrimination or harassment based upon race, national origin, color, age, religion, sex, sexual orientation, military or Veteran status, past or present physical or mental disability.

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Legal Reference:       United States Constitution, Article XIV  
Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000-e2(a).  
Equal Employment Opportunity Commission Policy Guidance (N915.035)  
on Current Issues of Sexual Harassment, effective 10/15/88.  
Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*  
Title IX of the Education Amendments of 1972, 34 CFR § 106, *et seq.*  
*Mentor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)  
Connecticut General Statutes  
46a-60 Discriminatory employment practices prohibited.  
Conn. Agencies Regs. §46a-54-200 through §46a-54-207.  
Constitution of the State of Connecticut, Article I, Section 20.

**Policy Adopted:       April 23, 2019**