

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel****Personnel Certified Sexual Harassment****Policy**

It is the policy of the Board of Education that any form of sexual harassment is forbidden in the workplace, whether by supervisory or non-supervisory personnel, by individuals under contract, or volunteers subject to the control of the Board.

Sexual harassment is defined as unwelcome conduct of a sexual insulting or degrading sexual remarks or conduct; threats or unwelcome conduct will in any way influence an employment decision regarding that employee, or conduct of a sexual nature which substantially interferes with an employee's work performance, or creates an intimidating, hostile or offensive work environment, such as the display in the workplace of sexually suggestive objects or pictures.

Sexual harassment in the workplace by supervisory or non-supervisory employees will result in disciplinary action up to and including dismissal.

**Procedure**

It is the express policy of the Board to encourage victims of sexual harassment to report such claims. Employees are encouraged to promptly report complaints of sexual harassment to (the Compliance Coordinator). Complaints will be investigated promptly and corrective action will be taken when allegations are verified.

Confidentiality will be maintained by all persons involved in the investigation and no reprisals or retaliation will be allowed to occur as a result of the good faith reporting of charges of sexual harassment.

Legal Reference: 42 U.S.C. Section 200e ("Title VII")  
29 C.F.R. Section 1604.11 (EEOC Guidelines on Sexual Harassment)  
CT General Statutes Section 46a—6O(a) (8)

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