**PERSONNEL – CERTIFIED/NON-CERTIFIED 4118.112(a)**

**4218.112(a)**

**Sex Discrimination and Sexual Harassment in the Workplace**

The Bethany Board of Education (Board) is committed to safeguarding the right of all employees within the Bethany Public School District (District) to a work environment that is free from all forms of sexual discrimination or harassment. Therefore, the Board condemns and prohibits all unwelcome behavior of a sexual nature which is either designed to extort sexual favors from an employee as a term or condition of employment, or which has the purpose or effect of creating an intimidating, hostile, or offensive working environment unreasonably interfering with the employee's work performance or adversely affecting the employee's employment opportunities. The Board also strongly opposes any retaliatory behavior against complainants or any witnesses.

Any infraction of this policy by supervisors or co-workers should be reported immediately to the Title IX Coordinator, the Superintendent or his/her designee so that appropriate corrective action may be taken at once.

Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this policy and illegal under state and federal law. Violations of this policy will not be permitted and may result in discipline up to and including discharge from employment. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties.

Legal References: United States Constitution, Amendment XIV

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000-e-2(a)

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment, (N-915.050), March 19, 1990.

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.

Title IX of the Education Amendments of 1972, 34 C.F.R. § 106, et seq.

*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)

*Faragher v. City of Boca Raton,* No. 97-282 (U.S. Supreme Court, June 26, 1998)

*Burlington Industries, Inc. v. Ellerth,* No. 97-569 (U.S. Supreme Court, June 26, 1998)

*Gebbser v. Lago Vista Indiana School District,* No. 99-1866 (U.S. Supreme Court, June 26, 1998)

Public Act 19-16

Public Act 19-93

Constitution of the State of Connecticut, Article I, Section 20

Connecticut General Statutes §46a-60

Connecticut Agencies Regulations §46a-54-200 through §46a-54-207

**PERSONNEL – CERTIFIED/NON-CERTIFIED 4118.112(b)**

**4218.112(b)**

Policy adopted: September 9, 1991

Policy revised: January 12, 1994

Policy revised: May 10, 2006

Policy revised: March 11, 2015

Policy revised: November 9, 2016

Policy revised: April 8, 2020