

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **5000**
CATEGORY: **Students**
POLICY CODE: **5145.5/Sexual Harassment of
Students**

SEXUAL HARASSMENT OF STUDENTS

Policy Statement

Sexual harassment will not be tolerated among students of the Trumbull Public Schools, and any form of sexual harassment is forbidden, whether by students, supervisory or non-supervisory personnel, individuals under contract, or volunteers in the schools. Students shall exhibit conduct which is respectful and courteous to employees, to fellow students, and to the public.

Sexual harassment is any unwelcome conduct of a sexual nature, whether verbal or physical, including, but not limited to:

1. insulting or degrading sexual remarks or conduct;
2. threats or suggestions that a student's submission to, or rejection of, unwelcome conduct will in any way influence a decision regarding that student;
3. conduct of a sexual nature which substantially interferes with the student's learning or creates an intimidating, hostile, or offensive learning environment, such as the display in the educational setting of sexually suggestive objects or pictures.

The Board of Education encourages victims of sexual harassment to report such claims promptly to the appropriate building principal or to the Superintendent of Schools or his/her designee, the Assistant Superintendent of Schools. Complaints shall be investigated promptly, in accordance with the Regulations of this policy, and corrective action taken when allegations are verified. Confidentiality shall be maintained and no reprisals or retaliation shall occur as a result of good-faith charges of sexual harassment.

The District shall provide, for administrators and other staff, professional development related to sexual harassment, and annually shall distribute this policy to all staff and students. The District shall maintain records of the professional development provided, including the dates, the content, and the names of those attending.

Adopted: 6/15/1993
Revised: 9/7/1993, 1/13/1998,
5/23/2017, 6/12/2018

References

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- United States Department of Education Office of Civil Rights

- Connecticut General Statutes § 46a-60

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- Trumbull Board of Education Policy Code 0521: Non-Discrimination
- Trumbull Board of Education Policy Code 4118.112: Sexual Harassment
- Trumbull Board of Education Policy 5131: Student Standard of Conduct
- Trumbull Board of Education Policy Code 6121: Non-Discrimination in Instruction/
Classroom
- Trumbull Board of Education Policy Code 6161.1: Selection of Instructional Material

Regulations

1. If a student believes that he/she is being or has been sexually harassed, the student is encouraged to immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, and/or highly inappropriate.
2. As soon as a student believes that he/she has been subjected to sexual harassment, he/she should make a written complaint to the building principal. If the building principal is the subject of the complaint, the student should make the complaint to the Superintendent of Schools or his/her designee, the Assistant Superintendent of Schools.
3. The complaint should state the:
 - (a) Name of the complainant;
 - (b) Date of the complaint;
 - (c) Date of the alleged harassment;
 - (d) Name or names of the alleged harasser or harassers;
 - (e) Location where such alleged harassment occurred; and
 - (f) Details of the circumstances constituting the alleged harassment, including witnesses, if any.
4. When given by a student a written complaint of sexual harassment, the building principal shall provide that student a copy of this policy and its regulations and make the student aware of his/her rights.
5. When given by a student an oral complaint of sexual harassment, any staff member shall provide that student a copy of this policy and its regulations, make the student aware of his/her rights, and request that the student make a written complaint as outlined above.
6. If possible within five (5) working days of receipt of the complaint, the building principal (“the investigator”) shall commence an effective, thorough, objective, and complete investigation. The investigator shall consult with individuals reasonably believed to have relevant information, including the student and the alleged harasser(s), any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist. The investigation shall be free of stereotypical assumptions about any party. The investigation shall be conducted discretely, maintaining confidentiality as possible while still conducting an effective and thorough investigation. Throughout the investigative process, due process rights of the alleged harasser(s) will be protected.
7. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, and shall provide copies to the complainant, the alleged harasser(s), and, as appropriate, to others directly concerned. The building principal shall also provide a copy of the written report to the Superintendent of Schools and his/her designee, the Assistant Superintendent of Schools.
8. If the student complainant is dissatisfied with the results of an investigation, he/she may file a written appeal to the Superintendent of Schools or his/her designee, the Assistant Superintendent of Schools, who shall review the investigator’s written report, the information collected by the investigator, and the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent or his/her designee, the Assistant Superintendent of Schools, may conduct an independent investigation,

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including interviewing the complainant and alleged harasser(s) and any witnesses with relevant information. After completing this review, the Superintendent or his/her designee, the Assistant Superintendent of Schools, shall respond as soon as possible in writing to the complainant.

If, after a thorough investigation, there is reasonable cause to believe that sexual harassment has occurred, the District shall take reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to findings of harassment may include reassignment, transfer, and/or disciplinary action, or warnings that appropriate action shall be taken if further acts of harassment or retaliation occur.