



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

Board Policy Statement

4118.12/4218.12 - Harassment

Approved on October 16, 2000

Harassment will not be tolerated in the Consolidated School District of New Britain. This policy applies to all students, staff, board members, parents, vendors, other employees and other visitors who are on district grounds or property or on property within the jurisdiction of the District; on buses operated by or for the District; while attending or engaged in District activities; and while away from District grounds if the misconduct directly affects the good order, efficient management, and welfare of the District.

Employees, students, and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

Harassment may address, for example, race, religion, sex, national origin, physical attributes or disability, scholastic aptitude, parental or marital status, sexual orientation, or age. Harassment means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- Exposure to such conduct is made, either explicitly or implicitly, a term or condition of an individual's education, employment, or participation in District programs or activities.
- Exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.
- Such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating or hostile learning or working environment.

Harassment as set forth above may include, but is not limited to:

- Verbal, physical, or written intimidation or abuse
- Repeated remarks of a demeaning or condescending nature
- Demeaning jokes, stories, or activities directed at the individual

Should harassment be alleged, it is the policy of this Board that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

Legal References

Connecticut General Statutes, Section 53-23a

Connecticut General Statutes, Section 53a-181b