

STUDENT/EMPLOYEE/HARASSMENT POLICY

Mt. Blue Regional School District recognizes the right of each student/employee to perform in an atmosphere which is free of intimidation, ridicule, hostility and offensiveness. In order to insure such an atmosphere, MSAD No. 9 students/employees should not engage in any form of harassment. Harassment is abuse based upon race, color, sex, religion, age, national origin, sexual orientation or handicap. Acts of this nature are not only a violation of this policy but also constitutes illegal discrimination under State and Federal laws.

Examples of prohibited harassment are:

1. Unwelcome sexual advances, gestures, comments or contact,
2. Threats which imply physical abuse or are inappropriate to an educational setting,
3. Offensive jokes,
4. Ridicule, slurs, derogatory action or remarks, and
5. Basing decisions on practice of submission to harassment.
6. Gang and gang-like behavior

Students/employees should also be advised of the importance of informing the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate. However, if a student/employee feels uncomfortable with confronting the harasser, the student/employee is encouraged to inform the Affirmative Action Coordinator at the earliest opportunity. Students/employees who believe that they are victims of harassment, should report such occurrences to the Affirmative Action Coordinator. The Affirmative Action Coordinator shall advise the person who has allegedly been harassed of the various options available to the person: Title IX civil action; Human Rights Commission complaint; formal request for discipline by the Mt. Blue Regional School District Superintendent and/or School Directors; or by filing an employee complaint under Title VII to the Office for Civil Rights/ED, 8th Floor, 5 Post Office Square, Boston, MA, 02109-3921.

Appropriate information regarding harassment and recourse shall be posted in a prominent and accessible location in each workplace in the unit. Education and training shall take place as required by law for each new employee.

Legal Reference: Title IX of the Education Amendments of 1972 (20 USC § 1681, et seq.)
Title VI of the Civil Rights Act of 1964 (42 USC § 2000(d))
5 MRSA §§4602; 4681 et seq.
20-A MRSA § 6553

Cross Reference: AC – Nondiscrimination/Equal Opportunity and Affirmative Action
ACAD – Hazing
JFCK – Student Use of Cellular Telephones and Other Electronic Devices
JICIA – Weapons, Violence, Bullying and School Safety

Adopted: July 12, 1983
Revised: 1992
Revised: January, 25, 1994
Reviewed: January 10, 2000
Revised: February 29, 2000
Reviewed: November 5, 2001
Revised: February 24, 2009
Reviewed: January 19, 2010