

| NEPN/NSBA Code: ACAB

| M.S.A.D. #12 POLICY

| HARASSMENT AND SEXUAL HARASSMENT OF SCHOOL EMPLOYEES

| Harassment of school employees because of race, color, sex, religion, ancestry or  
| national origin, age, or disability is prohibited. Such conduct is a violation of  
| Board policy and may constitute illegal discrimination under state and federal  
| laws.

| Harassment

| Harassment includes but is not limited to verbal abuse, threats, physical assault  
| and/or battery based on race, color, sex, religion, ancestry or national origin,  
| age, or disability.

| Sexual Harassment

| Unwelcome sexual advances, suggestive or lewd remarks, requests for sexual  
| favors, and other verbal and physical conduct of a sexual nature constitute  
| sexual harassment when:

- | A. Submission to such conduct is made either explicitly or implicitly a term or  
| condition of an employee's work environment or employee benefits;
- | B. Submission to or rejection of such conduct by an employee is used as the basis  
| for decisions on employment benefits; and/or
- | C. Such conduct has the purpose or effect of substantially interfering with an  
| individual's work performance or creating an intimidating, hostile or offensive  
| work environment.

| Any employee who engages in harassment or sexual harassment will be subject to  
| disciplinary action, up to and including discharge.

| All complaints of harassment will be investigated in accordance with the School  
| Employee Discrimination and Harassment Complaint Procedure.

| Notice and Training

| Annually, each employee shall receive a copy of this policy and the School  
| Employee Discrimination and Harassment Complaint Procedure. This may be  
| accomplished by including the policy/procedure with employee paychecks or by  
| using other appropriate means to ensure that each employee receives a copy. All  
| newly hired employees shall be provided training about sexual harassment in  
| accordance with Maine law.

| The Superintendent is responsible for ensuring that the school unit complies with  
| all legal requirements for posting, notification and training of employees  
| regarding harassment and sexual harassment.

| 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))

| Americans with Disabilities Act (42 USC § 12101 et seq.)

| Section 504 of the Vocational Rehabilitation Act of 1973 (29 USC § 794 et seq.)

| Title VII (42 USC § 2000c-2; 29 CFR § 623)

| Age Discrimination in Employment Act (29 USC § 623)

| 5 MRSA §§ 4602; 4681 et seq.

| 20 MRSA § 6553

| 26 MRSA §§ 806-807

| Cross Reference: AC - Nondiscrimination/Equal Opportunity and Affirmative Action,  
| ACAB-R - School Employee Discrimination and Harassment Complaint Procedure, ACAD  
| - Hazing

| Adopted: August 13, 2002