



Book	Policies
Section	0000 Philosophy, Goals and Objectives
Title	Sexual Harassment
Code	0110
Status	Active
Adopted	February 9, 1999
Last Revised	June 16, 2020
Last Reviewed	October 24, 2022
Prior Revised Dates	12/11/2018, 9/25/2018, 6/12/2012

Sexual Harassment

Sexual harassment is against federal and state law. The Board is committed to maintaining an educational and working environment free from such harassment, and therefore prohibits sexual harassment of students and employees in the district. The district will establish detailed policies and regulations for both students and employees which address definitions, protections, prohibited behavior (including retaliation), prevention activities, training/education, complaint reporting, investigations, and consequences.

Cross-ref:

0110.1, Sexual Harassment of Students
 0110.2, Sexual Harassment of Employees

Ref:

Education Amendments of 1972, Title IX, [20 U.S.C. §1681](#) *et seq.*
 Title VII of Civil Rights Act (1964), [42 U.S.C. §2000-e](#); [34 CFR §100](#) *et seq.*
 Education Law §§10-18 (Dignity for All Students Act)
 Executive Law §296-d (prohibition of sexual harassment of employees and non-employees)
 Labor Law §201-g (required workplace sexual harassment policy and training)
 Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited)
 General Obligations Law §5-336 (nondisclosure agreements optional)
[Davis v. Monroe County Board of Education](#), 526 U.S. 629, 652 (1999)
[Gebser v. Lago Vista Independent School District](#), 524 U.S. 274 (1998)
[Faragher v. City of Boca Raton](#), 524 U.S. 775 (1998)
[Burlington Industries v. Ellerth](#), 524 U.S. 742 (1998)
[Oncale v. Sundowner Offshore Services, Inc.](#), 523 U.S. 75 (1998)
[Franklin v. Gwinnett County Public Schools](#), 503 U.S. 60 (1992)
[Meritor Savings Bank, FSB v. Vinson](#), 477 U.S. 57 (1986)
[Cannon v. University of Chicago](#), 441 U.S. 677 (1979)
 Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)*
 Office for Civil Rights, *Dear Colleague Letter: Sexual Harassment Issues (2006)*
 Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*