

# REGION TWO SCHOOL OF APPLIED TECHNOLOGY

File: ACAB

## HARASSMENT AND SEXUAL HARASSMENT OF SCHOOL EMPLOYEES

Harassment of school employees because of race, color, sex, sexual orientation, religion, ancestry or national origin, age or disability is prohibited.

### Harassment

Harassment includes but is not limited to verbal abuse, threats, physical assault and/or battery based on race, color, sex, sexual orientation, religion, ancestry or national origin, age or disability. Under the Maine Civil Rights Act, violence or threats of violence against a person or their property based on their sexual orientation are also illegal.

### 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 Director is responsible for ensuring that Region Two complies with all legal requirements for posting, notification and training of employees regarding harassment and sexual harassment.

**Legal Reference:** Title VII of the Civil Rights Act of 1964 (42 USC § 2000c-2; 29 CFR § 1604.11)  
Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.)  
Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d)  
Age Discrimination in Employment Act (29 USC § 623)  
Section 504 of the Vocational Rehabilitation Act of 1973 (29 USC § 794 et seq.)  
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)  
5 MRSA §§ 4602; 4681 et seq.  
20-A MRSA § 6553  
26 MRSA §§ 806-807

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

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