

STUDENT DISCRIMINATION AND HARASSMENT

Any and all discrimination and harassment is prohibited by CRCS.

Discrimination

Discrimination includes but is not limited to an unjust distinction based on race, color, age, sex, sexual orientation, perceived sexual orientation, gender, gender expression, socioeconomic status, religion or ancestry, national or state origin, age, or disability.

Harassment

Harassment includes but is not limited to verbal abuse based on race, color, sex, sexual orientation, perceived sexual orientation, gender, gender expression, socioeconomic class, religion, ancestry or national or state origin, or disability. Harassment that rises to the level of physical assault, battery and/or abuse is also addressed in the CRCS Policy JICIA – Weapons, Violence and School Safety.

Sexual Harassment

Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors or pressure to engage in sexual activity, physical contact of a sexual nature, gestures, comments, or other physical, written or verbal conduct that is gender-based that interferes with a student's education. School employees, fellow students, volunteers and visitors to the school, and other persons with whom students may interact in order to pursue school activities are required to refrain from such conduct.

Discrimination and/or harassment of students by school employees are considered grounds for disciplinary action, up to and including discharge. Discrimination and/or harassment of students by other students is considered grounds for disciplinary action, up to and including expulsion. In the case of an organization affiliated with this school unit which authorizes hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit of affiliation with the school unit. The Board will determine appropriate sanctions for discrimination and/or harassment of students by persons other than school employees and students.

The Board of Directors will investigate complaints of discrimination and harassment in accordance with the Student Discrimination and Harassment Complaint Procedure (Policy ACAA-R). School employees, students, and parents shall be informed of this policy/procedure through handbooks and/or other means selected by the school administration.

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 MRSA § 6553

Cross Reference: AC – Nondiscrimination/Equal Opportunity and Affirmative Action  
ACAA-R – Student Discrimination and Harassment Complaint Procedure  
ACAD - Hazing  
JICIA – Weapons, Violence and School Safety

Adopted: 8/15/2012