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Maine Academy of Natural Sciences

## HARASSMENT AND SEXUAL HARASSMENT OF STUDENTS

Any act of harassment of students, including, but not limited to race, color, sex, sexual orientation, marital status, religion, ancestry or national origin, or disability is prohibited. Such conduct is a violation of School Board policy and may constitute illegal discrimination under state and federal laws. The Maine Academy of Natural Sciences recognizes the right of each student to a learning environment which is free of harassment and sexual harassment.

### Harassment

Harassment includes but is not limited to unwelcome behavior such as:

- verbal abuse
- harassment that rises to the level of physical assault, and/or abuse;
- sexual advances, gestures, comments or contact;
- threats and bullying;
- offensive language, jokes and teasing;
- ridicule, slurs, derogatory action or remarks;
- abuse of power

### 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.

Harassment/sexual harassment of students by school employees is considered grounds for disciplinary action, up to and including discharge. Harassment/sexual harassment of students by other students is considered grounds for disciplinary action, up to and including expulsion. The Head of School or their designee will determine appropriate sanctions for harassment of students by persons other than school employees and students.

The Head of School, designated as the building Title IX Coordinators, will investigate complaints of harassment in accordance with the Student Harassment Complaint Procedure. School employees, students, and parents shall be informed of this policy/procedure through handbooks and/or other means selected by the school administration.

Cross Reference: ACAD Hazing

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