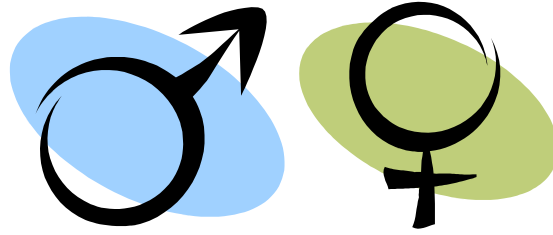


# Harassment Is ILLEGAL



**SEXUAL HARASSMENT IS PROHIBITED** based on Federal Law - Title IX of the Education Amendments of 1972, and State Law – Sec. 10-15c. Harassment based on sexual orientation is also protected under State Law – Sec. 10-15c.

**FOR STUDENTS:** Sexual harassment is **unwanted and unwelcome** behavior of a sexual nature, which interferes with a student’s right to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have a responsibility not to engage in sexual behaviors that are unwelcome or offensive to others.

**This is to notify students that the Scotland Board of Education has a zero tolerance policy for harassment and bullying.**

**Examples of Sexual Harassment** include: unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment, derogatory or pornographic posters, cartoons or drawings.

**If you have questions or believe that you or others are being harassed, contact:**

<b>District Title IX Coordinator: Dr. Paul Blackstone, Ed. D.</b>
Office Address: 68 Brook Road, Scotland, CT 06264
Telephone number: 860-423-0064
Email Address: PBlackstone@scotlandschool.org

<b>Building Title IX Coordinator: Ms. Jennifer Ridolfo</b>
Office Address: 68 Brook Road, Scotland, CT 06264
Telephone number: 860-423-0064
Email Address: JRidolfo@scotlandschool.org

**You may also contact:** The Connecticut Commission on Human Rights and Opportunities (CHRO), 21 Grand Street, Hartford, CT 06106 (Tel: 860-541-3400 or 800-477-5737) Connecticut law requires that a formal complaint be filed with the Commission within 180 days of the date under which the alleged harassment occurred.

**You may also contact:** Office for Civil Rights, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, Telephone: 617-289-0111, FAX: 617-289-0150; TDD: 877-521-2172 Email: [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov).

**Sexual harassment** is not limited to prohibited behavior by a male toward a female, or by a supervisory employee toward a non-supervisory employee, or a teacher to a student. The victim does not have to be the opposite sex of the harasser. Harassment may be student-to-student, teacher to student, student to teacher or teacher to teacher. Third parties, such as parents/guardians, are also protected for harassment. The gender of the complainant and/or the alleged harasser is irrelevant, even if they are of the same gender. Sexual harassment based on sexual orientation or gender identity is also prohibited under State Law.

► ***What should I do if I believe I am being sexually harassed?***

- Contact Superintendent or Ms. Ridolfo to find out about your school or school district's policy and procedures for handling sexual harassment issues.
- Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it.
- Report the offensive behaviors to a teacher, counselor, Title IX coordinator, or school administrator.
- Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.
- Contact one of the alternate organizations listed.

**The victim** does not have to be the person at whom the unwelcome sexual conduct is directed; the victim may be someone who is a witness to and personally offended by such conduct although directed toward another. Sexual harassment is unwelcome conduct that is personally offensive, lowers morale, and interferes with educational performance. Determining whether something is harassment is not contingent upon the harasser's perspective of behavior.

► ***Where to Get Help***

- ❑ **State Title IX Coordinator:** Dr. William A. Howe, Connecticut State Department of Education, 165 Capitol Ave., Hartford, CT 06106 (860-713-6752)  
email: [william.howe@ct.gov](mailto:william.howe@ct.gov)
- ❑ **Connecticut Women's Education and Legal Fund (CWEALF)**  
75 Charter Oak Avenue, Suite 1-300, Hartford, CT 06106, <http://www.cwealf.org/>

**HARRASSMENT/ SECTION 504 GRIEVANCE PROCEDURE**

- 1) A formal written complaint should be filed in a timely manner with the Title IX Building Coordinator (J. Ridolfo). If you need assistance filing a written complaint, please contact

the Coordinator. With your complaint, please include the name of any people you would like us to interview and any relevant documentation, if applicable.

- 2) Steps will be taken to protect the complainant, including interim measures (such as changing classes) pending the final outcome of the school district's investigation.
- 3) The Title IX Building Coordinator will contact the complainant if more information is needed. The complainant has 5 calendar days to respond to the Title IX Coordinator request. If the complainant does not respond, the Coordinator will proceed to investigate with the information available. The Title IX Coordinator will have an additional 10 calendar days to investigate and resolve the complaint.
- 4) When the Coordinator receives a complaint, they will issue a Letter of Notification to the complainant and other parties. During the investigation, the Title IX Coordinator is a neutral fact-finder. (Techniques used during the investigation may include reviewing documentary evidence submitted by both parties, conducting interviews with complainant, the alleged harasser, and other witnesses.) The Title IX Building Coordinator will use the preponderance of the evidence standard to resolve complaints.
- 5) At the end of the investigation, parties will be notified of the outcome of the complaint. If it is found that discrimination occurred, the school will take steps to stop any harassment, prevent its recurrence, and remedy its effects on those impacted. At this time either party may appeal the findings to the Title IX District Coordinator (Superintendent, Dr. Paul Blackstone) by stating a reason for why they disagree with the findings within 10 calendar days.
- 6) As the Title IX District Coordinator the Superintendent upon receiving a written appeal will have 10 working days to resolve the complaint.

### **OTHER INFORMATION**

<b>State Civil Rights Agency</b>	The Commission on Human Rights and Opportunities (CHRO) 25 Sigourney Street Hartford, CT 06106 (Telephone: 860-541-3400 or 800-477-5737) Web site: <a href="http://www.state.ct.us/chro/">http://www.state.ct.us/chro/</a>
<b>Other</b>	<ul style="list-style-type: none"> <li>• <a href="#">Mandated Reporting</a> [PDF]</li> <li>• <a href="#">10-145d-611 through 613 License Revocation</a></li> <li>• <a href="#">10-4b Education Interest of the State</a> [DOC]</li> <li>• <a href="#">Directory of CT Title IX/Equity Coordinators</a></li> </ul>