

SEXUAL HARASSMENT

LEARN does not discriminate on the basis of sex in its education programs or activities, including employment, and is required by Title IX of the Education Amendments of 1972 to refrain from such discrimination.

Sexual harassment is a form of sex discrimination and is prohibited, whether engaged in by students, LEARN employees or third parties subject to the control of LEARN. Students, LEARN employees, and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action.

Sexual harassment is conduct on the basis of sex that involves one or more of the following: (1) A LEARN employee or third party subject to the control of LEARN conditioning the provision of an aid, benefit, or service of LEARN on a individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to LEARN's education program or activity; or (3) Sexual assault, dating violence, domestic violence, or stalking.

It is the express policy of LEARN to encourage students who have been subjected to sexual harassment to report such incidents to the appropriate personnel, as set forth in the Administrative Regulations implementing this policy. LEARN will investigate such complaints promptly, offer supportive measures, and take corrective action where appropriate. LEARN will maintain confidentiality to the extent possible and appropriate, and will not tolerate any reprisals or retaliations that occur as a result of the good faith reporting of sexual harassment.

Reports of sex discrimination and/or sexual harassment may also be made to the United States Department of Education, Office for Civil Rights, Boston Office, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921. Telephone (617) 289-0111.

The Executive Director of LEARN shall develop Administrative Regulations implementing this Policy.

Legal References: United States Constitution, Amendment XIV
 Title IX of the Education Amendments of 1972, 20 U.S.C. §
 1681, et seq.
 Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, et seq.
 Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
 Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)

United States Department of Education, Title IX Final Rule, 34 CFR Part 106

[Revised Sexual Harassment Guidance: Harassment of Office for Civil Rights, U.S. Department of Education, Students by School Employees, Other Students, or Third Parties, 66 Fed. Reg. 5512 (Jan. 19, 2001).

Office for Civil Rights, U.S. Department of Education Dear Colleague Letter: Sexual Violence (April 4, 2011).

Constitution of the State of Connecticut, Article I, Section 20.

42 U.S.C. 2000e "Title VII"

29 C.F.R. 1604.11 EEOC Guidelines on Sexual Harassment

Connecticut General Statutes 46a-60(a)(8)]

Policy adopted:

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