



Book	CCSD Policies
Section	0000 Philosophies, Goals and Objectives
Title	0110 Sexual Harassment
Code	
Status	Active
Adopted	March 24, 2025
Last Revised	December 16, 2019
Last Reviewed	February 27, 2025
Prior Revised Dates	12/16/2019, 6/14/2021, 12/2/2021

0110

() Required

(X) Local

() Notice

SEXUAL HARASSMENT

****under review** ~ additions in Yellow and deletions in Red. (**No Changes to this Policy)

Sexual harassment is against federal and state law. The Board is committed to maintaining an educational and working environment free from such harassment, and therefore prohibits sexual harassment of students and employees in the district. The district will establish detailed policies and regulations for both students and employees which address definitions, protections, prohibited behavior (including retaliation), prevention activities, training/education, complaint reporting, investigations, and consequences.

Complaints involving the sexual harassment of students are addressed by policies #0110.1 – Sexual Harassment of Students; and/or #0111 – Title IX Sex Discrimination and Harassment; and/or #0115 – Student Harassment and Bullying Prevention Intervention. Complaints involving sexual harassment of employees are addressed by policies #0110.2 – Sexual Harassment in the Workplace and #0111 – Title IX Sex Discrimination and Harassment.

Cross-ref:

0110.1, Sexual Harassment of Students

0110.2, Sexual Harassment in the Workplace

0111, Title IX Sex Discrimination and Harassment

0115, Student Harassment and Bullying Prevention and Intervention

Ref:

Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*; 34 CFR 106 *et seq.*Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*

Education Law §§10-18 (Dignity for All Students Act)

Executive Law §296-d (prohibition of sexual harassment of employees and non-employees)

Labor Law §201-g (required workplace sexual harassment policy and training)

Civil Practice Law and Rules §§5003-b (nondisclosure agreements optional); 7515 (mandatory arbitration prohibited)

General Obligations Law §5-336 (nondisclosure agreements optional)

Davis v. Monroe County Board of Education, 526 U.S. 629, 652 (1999)*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)*Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)

Oncale v. Sundowner Offshore Services, Inc., 523 U.S. 75 (1998)
Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)
Cannon v. University of Chicago, 441 U.S. 677 (1979)
Office for Civil Rights *Revised Sexual Harassment Guidance* (January 19, 2001)
Office for Civil Rights, *Dear Colleague Letter: Sexual Harassment Issues* (2006)
Office for Civil Rights, *Dear Colleague Letter: Bullying* (October 26, 2010)

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