

DOVER SCHOOL DISTRICT	POLICY CODE: ACAA
DATE OF ADOPTION: April 10, 2017	PAGE 1 OF 2

HARASSMENT AND SEXUAL HARASSMENT OF STUDENTS

Harassment of students because of sex, sexual orientation, gender identity, religion, race, color, creed, ancestry, national origin, age, marital status, familial status, economic status, physical or mental disability is prohibited. Such conduct is a violation of Board policy and may constitute illegal discrimination under state and federal laws.

Harassment includes but is not limited to verbal abuse based on sex, sexual orientation, gender identity, religion, race, color, creed, ancestry, national origin, age, marital status, familial status, economic status, physical or mental disability. Complaints of bullying and cyberbullying not based on the characteristics described above may also be pursued under Board Policy JICK – Pupil Safety and Violence Prevention: Bullying and Cyberbullying.

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, graphic, electronic, or verbal conduct that is gender-based and 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 Superintendent will determine appropriate sanctions for harassment of students by persons other than school employees and students.

The Building Administrator, the Superintendent, or the Superintendent’s designee acting on behalf of the Superintendent will investigate complaints of harassment in accordance with the Student Discrimination, Harassment, and Bullying 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.

Legal Reference: Americans with Disabilities Act (42 U.S.C. § 12101 *et seq.*)
 Section 504 of the Vocational Rehabilitation Act of 1973 (29 USC §
 794 *et seq.*)
 Title IX of the Education Amendments of 1972 (20 USC § 1681 *et*
 seq.)

Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d)
RSA 186:11
RSA 193:13
NH Code Admin. R. Ed. 303.01(i) and (j)
NH Code Admin. R. ed. 317

Cross Reference: ACAA-R – Student Discrimination, Harassment, and Bullying
Complaint Procedure
AC – Nondiscrimination/Equal Opportunity
JICFA - Hazing
JICK – Pupil Safety and Violence Prevention: Bullying and
Cyberbullying