

Harassment Policies

Sexual Harassment Policy

It is the policy of Regional School District #18 (Board Policy #2610) to maintain a learning and working environment which is free of any form of harassment. All harassing behaviors are prohibited including, but not limited to, those based on race, color, ethnicity, gender, sexual orientation, physical attributes or disabilities, religion, or other applicable unlawful standards. This includes use of electronic media, internet, and social media such as Facebook.

Regional School District #18, through the Superintendent, the Administration, the Board of Education or its designees, will act to investigate and resolve all complaints, either formal or informal, verbal or written, of such harassment or perceived harassment and will discipline or take appropriate action against any student, staff member, volunteer, or other persons identified above as subject to this policy, who is found to be in violation of this policy.

To assist in the investigation of such complaints, the Superintendent appoints a Compliance/Equity officer for the district (and each school). Grievance procedures and reporting forms are available on the district's website @ www.region18.org.

Title IX, Title VI Compliance/Equity Officers:

District: Nancy S. Johnston 860-434-0487

LOLMS: Sheri Staranchak 860-434-2568 ext. 2005

Bullying Prevention Plan

The Lyme-Old Lyme School District is committed to ensuring a safe, secure and happy school climate, conducive to teaching and learning, that is free from any types of bullying behavior. As such, bullying by students or staff members is strictly prohibited on school grounds; at school-sponsored or school-related activities, functions or programs, whether on or off school grounds; at school bus stops; on school buses or other owned or leased school vehicles; or through the use of electronic devices owned, leased, or used by the school district.

Lyme-Old Lyme Public Schools also prohibit any form of bullying behavior outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Definition of Bullying (Public Act 11-232): "Bullying" means:

- a. The repeated use by one or more students of a written, oral or electronic communication, Such as cyberbullying, directed at or referring to another student attending school in the same school district, or
- b. A physical act or gesture by one or more students repeatedly directed at another student attending school in the same district, that:
 1. Causes physical or emotional harm to such student or damage to such student's property
 2. Places such student in reasonable fear of harm to himself or herself, or of damage to his or her property
 3. Creates a hostile environment at school for such student,
 4. Infringes on the rights of such student at school, or
 5. Substantially disrupts the education process or the orderly operation of a school.

Please review the following behaviors listed below and check off which you have participated in during this school year:

Name calling (Mean names)	Gossiping
Teasing/Making fun of someone	Nick names intended to hurt
Hitting/slapping/kicking	Physical damage to property
Name calling (sexual nature)	Mean social media posts
Sexual jokes/innuendos	Mean text messages
Swearing at someone	Ethnic slurs
Inappropriate gestures	Derogatory comments
Starting/Spreading rumors	Other:

**Please review the Harassment/Bullying Policies outlined by Region 18 Public Schools.
Please thoroughly answer the following questions:**

1. Do you feel you have violated the harassment/bullying policies of Region 18? Why or Why not. Please use specific examples to support your answer.
2. How do you think your behaviors has affected others? And who are they?
3. How have your behaviors affected you?
4. Why do you think you react with these types of behaviors?
5. What are the potential consequences for you if these behaviors continue at school? At home? When you are an adult? With future relationships?