

Where can I get additional information or assistance?

School District Title IX Coordinator:
(Name, school, address, telephone)

Person in the school designated to handle sexual harassment complaints

- Gender Equity Consultant, Connecticut State Department of Education, P.O. Box 150471, Hartford, CT 06115-0471 (860-713-6737)
- The Commission on Human Rights and Opportunities, 21 Grand Street, Hartford, CT 06106 (860-541-3400 or 1-800-477-5737)
- Office for Civil Rights, Region 1, U.S. Department of Education, J.W. McCormack, Post Office and Courthouse, Room 222, Boston, MA 02109 (617-223-9662)
- Permanent Commission on the Status of Women, 18-20 Trinity Street, Hartford, CT 06106 (860-240-8300)
- Connecticut Women's Education and Legal Fund, 135 Broad Street, Hartford, CT 06105 (860-247-6090)

What is sexual harassment?

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. Under federal and state laws and policies, sexual harassment is illegal and is prohibited in school settings.

While the majority of incidents of sexual harassment involve a male harassing a female, harassment also can involve female to male, male to male, or female to female behaviors. Harassment may be student to student, teacher to student, student to teacher or teacher to teacher.

What are my responsibilities and rights related to sexual harassment?

Students are legally protected against sex discrimination and sexual harassment by Title IX of the Education Amendments of 1972, a federal law prohibiting discrimination in schools on the basis of sex. Sex discrimination is also covered under Connecticut state law. 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.

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How do I know when sexual harassment may be occurring?

Am I being harassed? Am I harassing someone?

Ask yourself the following questions:

- Is the behavior of a sexual nature?
- Is the behavior unwelcomed by anyone involved?
- Does the behavior make you or any other person feel uncomfortable?
- Does the behavior interfere with anyone's ability to learn or to enjoy school or classroom activities?
- Does the behavior involve one person trying to have some kind of power over another person?
- Is the behavior part of a pattern of repeated behavior?
- Would you want this behavior to be directed toward a member of your family or toward a friend?

What are the differences between flirting and harassment?

Flirting

Welcome
Wanted
Two-sided
Feels good
Enjoyable
Equal participation

Harassment

Unwelcome
Unwanted
One-sided
Feels uncomfortable
Embarrassing or humiliating
Use of power

What are some examples of behaviors that may be considered sexual harassment?

- Staring or leering at parts of someone else's body
- Comments, gestures or jokes of a sexual nature
- Displaying of sexual pictures or objects
- Spreading rumors or commenting about sexual behavior
- Repeated pressuring for dates or unwanted sexual activity
- Touching, grabbing, pinching
- Asking for sexual favors in exchange for grades, promotions or participation in school activities
- Physical sexual assault

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

- Find out about your school or school district's policy and procedures for handling sexual harassment issues. Follow those procedures.
- Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it.
- Whenever possible, tell the harasser verbally or in writing what the specific behaviors are that you find offensive. Ask him or her to stop.
- 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.
- If not satisfied with the resolution of your concerns, contact one of the appropriate organizations listed in this brochure.

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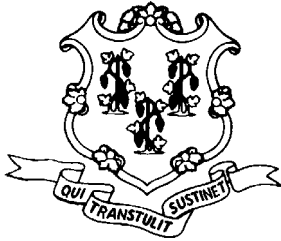
William A. Howe, **Gender Equity Consultant**

Additional information is available on the
Connecticut State Department of Education website at
<http://www.state.ct.us/sde/>

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Sexual Harassment in Schools

It's No Laughing Matter



A Handbook for Students

*It's not a joke.
It's not flirting.
It's illegal.*

State of Connecticut Board of Education
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