

**Students
Harassment**

5145.52

Students may not racially harass or intimidate another student(s) by name calling, by using racial or derogatory slurs, or by wearing or possessing items depicting or implying racial hatred or prejudice. Further, students may not wear or have in their possession any written material, either printed or in their own handwriting, that is racially divisive or creates ill will or hatred.

Examples: Clothing, articles, material, publications or any item that denotes Ku Klux Klan, Aryan National-White Supremacy, Black Power, Confederate flags or articles, Neo-Nazi or any other “hate” group. This list is not intended to be all-inclusive.

Violations of this regulation will be subject to disciplinary action up to and including suspension.

- (cf. 0521 – Nondiscrimination)
- (cf. 4131 – Staff Development)
- (cf. 5145 – Civil and Legal Rights and Responsibilities)
- (cf. 5145.5 – Sexual Harassment)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
5145.52(e)
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)
Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26,1998)
Gebbser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
46a60 Discriminatory employment practices prohibited.
10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation)
10-153 Discrimination on account of marital status.
17a-101 Protection of children from abuse.

Approved: April 12, 2001

Revised: February 9, 2021

NORTH CANAAN BOARD OF EDUCATION

North Canaan, Connecticut