PERSONNEL SERVICES

Human Relations

Sexual Harassment

This policy supersedes Policy 4950.5.

I. PURPOSE

To affirm Fairfax County Public Schools' commitment to provide a safe learning and work environment free from sexual harassment.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section has been added.
- A Responsibilities section has been added.
- Legal references have been added.
- The reference to related regulations has been renamed.

III. PHILOSOPHY

The Fairfax County School Board shall maintain an environment free from sexual harassment of any kind.

IV. RESPONSIBILITIES

The Title IX Office, in conjunction with the Office of Employee Relations, is responsible for developing and implementing supportive resources for students and employees to report any incident of sexual harassment, investigate, and monitor compliance.

V. OBJECTIVES

To ensure that, in accordance with Title VII of the 1964 Civil Rights Act, Section 703, and Title IX of the Education Amendments of 1972, no person in Fairfax County Public Schools shall be subject to sexual harassment. Therefore, unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature amounting to or constituting harassment are prohibited. The School Board directs the Division Superintendent designee to take appropriate action when complaints are received.

Legal references:

20 U.S.C. §§ 1681-1688, 29 U.S.C. § 794, 42 U.S.C. §§ 2000d-2000d-7, 42 U.S.C. §§ 2000e-2000e-17, 42 U.S.C. § 2000ff-1, 34 C.F.R. 106.2, 106.8,106.9, 106,30, 106.44, 106.45, 106.71.

Code of Virginia, Sections 2.2-3900, 2.2-3901, 2.2.3902, 22.1-23.3, 22.1-295.2.

Cross references:

Regulation 4950, Sexual Harassment
Regulation 4952, Investigation of Complaints of Discrimination or Harassment Based on Race, Sex, Color, Religion, National Origin, Age, or Disability
Regulation 2601, Student Responsibilities and Rights

Policy
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FAIRFAX COUNTY SCHOOL BOARD