



## CITY OF WARWICK SCHOOL COMMITTEE

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**The following is the Freedom from Sexual Harassment Policy Statement adopted by the School Committee. Please familiarize yourself with its contents.**

### **FREEDOM FROM SEXUAL HARASSMENT**

#### **I. POLICY STATEMENT:**

The Warwick Public Schools is proud of its tradition of friendly and congenial relationships. The school system is equally proud that these relationships reflect the professional context in which they occur and are based upon a fundamental commitment to treating all individuals with dignity and respect in an environment free of bias, prejudice or harassment. All personnel associated with this school system, including but not necessarily limited to the Board, the administration, and the staff, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment. Sexual harassment will not be tolerated in the school community whether it occurs in the schools, at work assignments outside the schools, at school department social functions, or elsewhere. Any person who engages in sexual harassment while acting as an employee of the school department will be in violation of this policy.

#### **II. GOVERNING LEGAL STATUTES:**

Sexual harassment is unlawful. It is prohibited by Title VII of the Civil Rights Act of 1964 as amended in 1972 (for which explicit sexual harassment guidelines became effective on November 10, 1980) by the Rhode Island Fair Employment Practices Act, Section 28-5-7 (this act prohibits differential treatment of employees due to sex) by Executive Order 91-39 of the State of Rhode Island and EEOC Guidelines.

#### **III. DEFINITION OF SEXUAL HARASSMENT:**

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature may constitute sexual harassment where:

- A. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment.
- B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.
- C. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile or offensive working environment.

#### **IV. THE GRIEVANCE OFFICER(S) (THREE-MEMBER COMMITTEE):**

The Superintendent or his/her administrative designee will annually appoint three sexual harassment grievance officers who will be vested with the authority and responsibility of investigating all sexual harassment complaints. The Grievance Officers presently are the Director of Secondary Education, the Coordinator of RTI and Grant Programs, and the Human Resources Assistant.

**Any individual who believes she/he has been the subject of sexual harassment is strongly encouraged to report the offensive behavior immediately to one of the Grievance Officers noted above.**

**For additional information on the Sexual Harassment Policy, please refer to policy ACA in the District Policies located at each Warwick School Building and at [www.warwickschools.org](http://www.warwickschools.org).**

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