

**RECOGNIZING AND DEALING WITH**

**SEXUAL HARASSMENT,  
HAZING, AND  
BULLYING**

**An informational guide for  
students, staff and the  
community**

**Individuals to contact  
regarding harassment, hazing  
and bullying**

**District Office.....692-9542  
Superintendent Matthias  
Donnelly**

**High School.....692-9542  
Principal George Niesz ext. 4216  
Assistant Principal Benjamin  
Cronin ext. 4224**

**Elementary School.....692-9542  
Principal Lisa Palmer ext. 3212**

**Title IX Officer.....692-9542  
Mr. Wesley Clark ext. 2203**

The Board of Education and administration are committed to providing an educational environment free from harassment, hazing and bullying for all students and staff members.

This brochure provides a brief overview of the district's policy on harassment, hazing and bullying. All students and employees should take the time to review this important information.

We encourage you to discuss the policy with your parents and direct any questions to your principal, assistant principal, school nurse, Title IX officer. They are listed on the back of this brochure.

If you would like a copy of the complete district policy on harassment, hazing and bullying, contact the office of the Superintendent of Schools.

## What is sexual harassment?

Sexual harassment is a form of sexual discrimination and therefore a violation of the state and federal laws that prohibit discrimination based on sex.

Sexual harassment is generally defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in which:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- Submission to or rejection of such conduct is used as a basis for academic or employment decisions affecting the individual; or
- Such conduct interferes with an individual's academic or professional performance or creates an intimidating, hostile, or demeaning educational or employment environment

Sexual harassment can originate from a person or either sex against a person of the opposite or same sex, and from peers as well as employees or any individual who might come into contact with students on school grounds or at school-sponsored activities.

### Some Distinctions

Flirting	Harassment
Mutual	One-sided
Fun/Flattering	Frustrating/Frightening
Acceptable in public	Unacceptable in public
Good level of comfort	Uncomfortable to observe
Non-sexual/Friendly	Sexualized/Unfriendly
Unpressured	Pressured
Safe/No sexual threat	Unsafe/Underlying threat
No reason to avoid	Go out of way to avoid

## What is hazing?

Hazing is typically an act against a student, or coercing a student to commit an act, that creates a risk of emotional, physical or psychological harm to a person, in order for a student to be initiated into or affiliated with a student organization, or for any other purpose. Hazing includes:

- Any humiliating, degrading or dangerous activity demanded of a student to join a group, regardless of a student's willingness to participate;
- Any hurtful, aggressive, destructive or disruptive behavior such as striking, whipping, sleep deprivation, restraint or confinement, calisthenics or other activity that subjects the student to an unreasonable risk of harm or safety;
- Substance abuse;
- Any activity that intimidates or threatens the students with ostracism, that subjects a student to emotional, physical or psychological stress, embarrassment, shame or humiliation, that adversely affect the health or dignity of the students or discourages the students from remaining in school;
- Any activity that causes or requires the student to perform a task or act that involves violation of state or federal law or school policies or regulations.

## What is bullying?

Bullying is any inappropriate persistent behavior including threats or intimidation of others, treating others cruelly, terrorizing, coercing or habitual put-downs and/or badgering others. Common characteristics of bullying are:

- Physical— hitting, kicking, taking or damaging a victim's property
- Verbal— using words to berate, hurt or humiliate
- Relational— maliciously spreading rumors, and /or actively excluding a person from the peer group to cause emotional harm

## What can I do if I am being harassed, hazed or bullied?

Students or employees of the Greenwich Central School District who feel they have been harassed, hazed, or bullied should report the incident to their principal or assistant principal, school nurse or to the district Title IX Officer.

Complaints should be made immediately after the occurrence; however, a complaint received at any time will be dealt with when received.

Incidents of harassment, hazing or bullying may be pursued through informal intervention and mediation, or through the filing of a formal complaint. All conversations are kept confidential to the extent permitted by law. If the student is a minor, parents will be notified and may be involved in a resolution.

It is a violation of district policy to intentionally file a false complaint. Appropriate action will be taken against anyone filing a false complaint.