

HARASSMENT BY A STAFF MEMBER

Complaints Made by Students or Staff Involving Harassment by a Staff Member

Upon receiving a complaint, the Title IX Coordinator, Jennifer Sauter, jsauter@psharvard.org, 978-456-4143 shall confer with the Complainant to gain an understanding and a statement of the alleged facts. As appropriate, the Title IX Coordinator, Jennifer Sauter, jsauter@psharvard.org, 978-456-4143 will follow the steps below:

1. Meet with the person charged (such person is hereinafter referred to as “Respondent”) to obtain a response to the complaint;
2. Conduct interviews of possible witnesses to the alleged events;
3. Report the matter to local police if criminal activity is involved;
4. Report the matter to the Department of Children and Families as required by M.G.L. c. 119, 51A if the matter involves suspected child abuse;
5. Refer the matter to the principal or superintendent for further disciplinary action.

Retaliation

Respondent, individually and/or through others, is prohibited from retaliating in any manner against a Complainant or any party involved in the complaint procedure. Substantiated acts of retaliation will result in additional disciplinary action.

ADOPTED: June 11, 2007

AMENDED: May 20, 2013

AMENDED: May 26, 2020

CROSS REF: AC – Nondiscrimination

ACA – Nondiscrimination on the Basis of Sex

ACAB – Sexual Harassment

ACAB-P – Graphic

ACE – Nondiscrimination on the Basis of Disability

JICFB – Bullying

LEGAL REF: M.G.L. c. 151B:3A

M.G.L. c. 76.5

Title VI of the Civil Rights Act of 1964

Title VII of the Civil Rights Act of 1964

603 CMR 26:00