

# Comparison of Definitions

Bullying	Discrimination	Sexual Harassment per Title IX	Sexual Harassment per State Law	Sexual Misconduct per CTECS Student Conduct Policy
<p>“Bullying” means an act that is direct or indirect and <b>severe, persistent or pervasive</b>, which</p> <p>(A) causes physical or emotional harm to an individual</p> <p>(B) places an individual in reasonable fear of physical or emotional harm, or</p> <p>(C) infringes on the rights or opportunities of an individual at school.</p> <p>“Bullying” shall include, but need not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics</p>	<p>Treating an individual or group differently because of their protected status (e.g., race, disability, sex, etc.) in a way that interferes with or limits their ability to participate in or benefit from a program or activity of the school.</p> <p>Programs and activities include admissions, recruitment, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics,” etc.</p>	<p>Conduct on the basis of sex that satisfies one of the following:</p> <ol style="list-style-type: none"> <li>1. An employee of the district conditioning the provision of an aid, benefit, or service on the individual’s participation in unwelcome sexual conduct.</li> <li>2. Unwelcome conduct determined by a reasonable person to be so <b>severe, pervasive, and objectively offensive</b> that it effectively denies a person equal access to the district’s education program or activity.</li> <li>3. Sexual assault, dating violence, domestic violence and/or stalking.</li> </ol>	<p>Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when</p> <ol style="list-style-type: none"> <li>1. submission to such conduct is made either explicitly or implicitly a term or condition of a student’s education, or participation in a CTECS program or activity,</li> <li>2. submission to or rejection of such conduct is by an individual is used as the basis for decisions affecting such student’s education or participation in a CTECS program or activity, or</li> <li>3. such conduct has the purpose or effect of substantially interfering with the student’s education or academic performance or of creating an intimidating, hostile or offensive educational environment.</li> </ol>	<p>Sexual Harassment/Sexual Battery/Other Sexual Misconduct including consensual sex on campus and dating violence on or off campus.</p> <p>Dating violence includes bullying, harassment and intimidation and any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.</p> <p>Sexual harassment includes unwelcome sexual conduct that has the purpose or effect of creating a hostile working or learning environment;</p> <p>conduct that does not satisfy the definition of sexual harassment pursuant to Title IX may still qualify as sexual misconduct, bullying or discrimination under this policy;</p>