

# THE DO'S AND DON'TS OF HARASSMENT INVESTIGATIONS: ENSURING SAFE & RESPECTFUL LEARNING ENVIRONMENTS

Ruth Durkee

Gerry Reymore


# VERMONT'S SCHOOL HARASSMENT LAW

A QUICK OVERVIEW



# VERMONT'S SCHOOL HARASSMENT LAW

Sets forth 9 protected categories: race, color, national origin, creed, marital status, sex, sexual orientation, gender identity, and disability

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# UNDER VERMONT LAW, HARASSMENT IS DEFINED AS

Conduct that is based on or motivated by a student's or a student's family member's actual or perceived protected category status.

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# VERMONT'S SCHOOL HARASSMENT LAW

Explicitly includes any incident  
conducted by electronic means

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UNDER VERMONT LAW, HARASSMENT IS  
DEFINED AS CONDUCT THAT HAS THE  
PURPOSE OR EFFECT OF

Objectively and substantially undermining  
and detracting from or interfering with a  
student's educational performance or  
access to school resources OR

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UNDER VERMONT LAW, HARASSMENT IS  
DEFINED AS CONDUCT THAT HAS THE  
PURPOSE OR EFFECT OF

Creating an objectively intimidating,  
hostile, or offensive environment.

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# VERMONT'S SCHOOL HARASSMENT LAW


Requires school districts to adopt a harassment policy that is at least as stringent as the model policy developed by the Secretary of Education.






# VERMONT'S SCHOOL HARASSMENT LAW

Requires that school boards provide annual notice of the harassment policy and procedures to students, parents/guardians, and staff members.

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# VERMONT'S SCHOOL HARASSMENT LAW

Once a complaint is received, a school must initiate an investigation within one school day, unless special circumstances are present and documented.

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# VERMONT'S SCHOOL HARASSMENT LAW

The school must conclude its  
investigation within 5 school days.

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# VERMONT'S SCHOOL HARASSMENT LAW

Affords the complainant the right to request an independent review of the school's investigation and/or response to the complaint.

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# STRUCTURING AN EFFECTIVE HARASSMENT INVESTIGATION

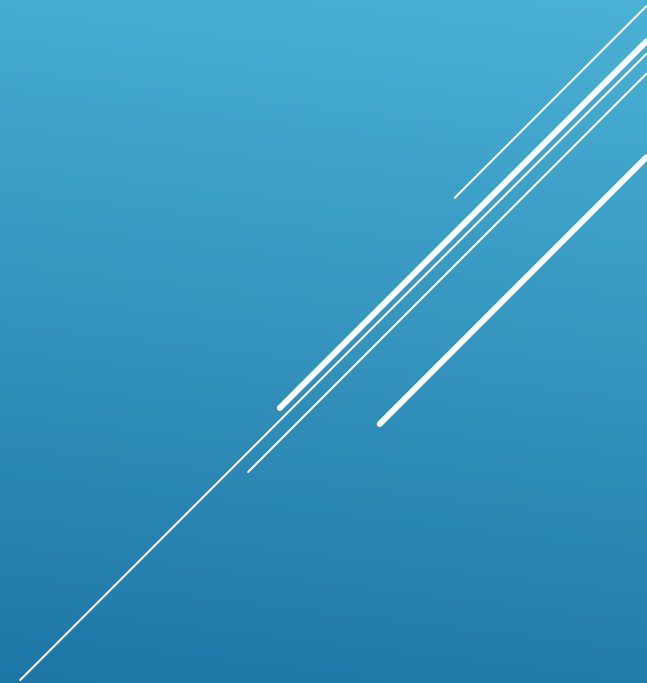
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# DO'S & DON'TS IN INVESTIGATIONS

WHAT 11 YEARS OF INDEPENDENT  
REVIEWS HAVE TAUGHT US

COMMON MISTAKES TO AVOID



# AND NOW A REAL-LIFE SCENARIO

LISA AND THE BOYS

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THANK YOU!

ANY QUESTIONS?

ADDITIONAL RESOURCES

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# RUTH DURKEE AND GERRY REYMORE DURKEE-REYMORE CONSULTING

[ruth@durkeereymore.com](mailto:ruth@durkeereymore.com)

518.321.6238

[gerry@durkeereymore.com](mailto:gerry@durkeereymore.com)

