

Policies

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Policy Detail**A. Illegal Harassment****1. Prohibition**

No student shall be subject to harassment on the basis of race, color, sex, national origin, religion, or disability by any district employee or other student. This protection shall apply during the school day and at any school-sponsored function or extracurricular event.

2. General Definition

The illegal harassment prohibited under this policy refers to any unwelcome and persistent verbal or physical act based on race, color, sex, national origin, religion, or disability that has the purpose or effect of unreasonably interfering with a student's performance or of creating an unreasonably intimidating, hostile, or offensive learning environment.

3. Definition of Sexual Harassment

In addition to its inclusion in the previous definition, illegal harassment on the basis of sex also refers to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to the conduct is made either explicitly or implicitly a term or condition of a student advancement or assessment, of student participation in school programs or activities, or of any decision affecting the student.

4. Sanction

A violation of Part A of this policy will subject the violator to disciplinary sanction, possibly including termination or expulsion.

5. Reporting Illegal Harassment

(a) Any student who believes that he or she has been the victim of any illegal harassment when the alleged harasser is another student should promptly report the alleged harassment to his or her teacher.

(b) Any student who believes that he or she has been the victim of any illegal harassment when the alleged harasser is a teacher or other staff member of the school should promptly report the alleged harassment to his or her principal.

(c) Any student who believes that he or she has been the victim of any illegal harassment when the alleged harasser is the principal or any District staff member outside the student's school should report the alleged harassment promptly to the superintendent.

(d) If any employee receives a report of illegal harassment, but is not the person identified above to receive it, that employee must advise the student of the person to whom the student should properly make the report.

6. Investigation

Any District employee identified in the previous subsection to receive a report of illegal harassment and who receives such a report must promptly investigate that report, determine whether the allegation is true, and, if it is true, take appropriate steps to eliminate the illegal harassment.

7. No Retaliation

No person making a complaint of illegal harassment will be subjected to any retaliatory action because of making of the complaint.

8. Annual Discussion

Each principal shall develop an annual process for discussing illegal harassment with students. This discussion may take place in the context of an annual discussion of the entire District code of conduct and may be accomplished through the use of resources provided by the District administration for these purposes.

9. Annual Notice

The superintendent shall ensure that this policy is included in any annual notice or publication sent to parents or students. Any school that publishes a student handbook shall include this policy in that handbook.

B. Bullying

1. Prohibition

The harassment, intimidation, or bullying of one student or group of students by another student or group of students is prohibited. This prohibition shall extend to all District classrooms, all District property, all school buses, all other school related vehicles, all school-sponsored activities or events (regardless of where those activities or events occur), and all other programs or functions at which school officials are responsible for the student.

2. Definition

The words "harassment, intimidation, or bullying" mean a gesture, an electronic communication, or a written, verbal, physical, or sexual act directed at another student or group of students when, to a reasonable person, that gesture, communication, or act has the effect of (a) harming the other student (or students) physically or emotionally or damaging that student's (or students') property or placing that student (or students) in reasonable fear of personal harm or damage to that student (or students) property or (b) insulting or demeaning that student (or student's) in such a way as to cause substantial interference with the orderly operation of the school.

3. Appropriate Student Behavior

All students should conduct themselves at all times in accordance with the District's Code of Conduct and with a proper regard for rights and welfare of other students and school staff, the educational purpose underlying all school activities, and the care of school facilities and equipment.

4. Sanctions, Consequences, and Remedial Actions

Sanctions, consequences, and remedial actions for a student who commits an act of harassment, intimidation or bullying shall be at the discretion of the classroom teacher or principal (or principal's designee). Depending on the severity of the infraction and the age of the student, the resulting sanction, consequence, and/or remedial action may range from positive behavioral interventions up to and including suspension or expulsion.

5. Reporting Harassment, Intimidation, and Bullying

Any student who believes that harassment, intimidation, or bullying has occurred in violation of this policy should report the situation to the classroom teacher. If the student has previously reported the harassment, intimidation, or bullying to the classroom teacher, but the misconduct continues, the student should report the situation to the principal (or designee). A student may submit a report anonymously, but a teacher or principal (or designee) may not impose formal disciplinary action based solely on an anonymous report. If requested, the identity of the victim

will be protected to the extent the law allows.

6. Investigation

Whenever a teacher or principal (or designee) receives a report alleging harassment, intimidation, or bullying, the person shall promptly investigate it and shall determine whether the alleged perpetrator violated this policy.

7. No Retaliation

Reprisals or retaliation against any student who reports an act of harassment, intimidation or bullying are prohibited. The staff member to whom a report of retaliation is made shall determine the appropriate sanction for any student who engages in such action.

8. False Accusations

Falsely accusing another student of harassment, intimidation or bullying is prohibited. The staff member to whom the false accusation was made shall determine the appropriate sanction for any student who engages in such action.

9. Annual Discussion

Each principal shall develop an annual process for discussing harassment, intimidation or bullying with students. This discussion may take place in the context of an annual discussion of the entire District's Code of Conduct and may be accomplished through the resources provided by the District administration for these purposes.

10. Annual Dissemination of Policy

The superintendent shall ensure that this policy is included in any annual notice or publication sent to parents or students. Any school that publishes a student handbook shall include this policy in that handbook. Each notice of this policy shall specify that it applies at all school-sponsored functions.

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