

Race, Color, and National Origin Harassment/Discrimination

It is the policy of the Grant County School District to maintain a learning and working environment that is free from all forms of racial harassment/discrimination.

It shall be a violation of this policy for any employee of the Grant County School District to harass another employee or student through unwelcome conduct or communications of a racial nature as defined in this policy. It shall also be a violation of this policy for students to harass other students through unwelcome conduct or communication of a racial nature as defined in this policy. The use of the term “employee” also includes non-employees and volunteers who work subject to the control of school authorities. The terms “race” or “racial” as used in this policy refer to all forms of discrimination prohibited by Title VI of the Civil Rights Act of 1964, i.e., race, color, and national origin.

All staff and students are encouraged to report incidents of racial and other forms of harassment/discrimination that they witness or learn of immediately to the appropriate person as identified below.

TYPES OF RACIAL HARASSMENT/DISCRIMINATION

Racial harassment/discrimination consists of unwelcome racial comments, and other inappropriate verbal or physical conduct of a racial nature when made by any employee to a student, when made by any employee to another employee, when made by any student to another student, or student to employee including but not limited to, situations where:

1. Such conduct has the purpose or effect of substantially interfering with an individual’s academic or professional performance or creating an intimidating, hostile, or offensive employment or educational environment;
2. An employee or a student engages in racial harassment/discrimination against another employee or student respectively, and denial of an employment or educational opportunity occurs as a result of the racial harassment/discrimination.
3. Such conduct is engaged in by volunteers and/or non-employees over which the school District has some degree of control of their behavior while on school property.
4. The harassment/discrimination prohibited in this policy can occur on school property, including school buses or other vehicles, or at school events away from school locations.
5. The harassment/discrimination prohibited by this policy may be either physical or verbal, including all forms of written communications.

Administrators and supervisors who either engage in racial harassment/discrimination either directly or indirectly, or tolerate such conduct by other employees or students shall be subject to disciplinary actions subject to this policy and to state law due process requirements. All staffs who witness such conduct should, when feasible and safe, intercede to immediately end the harassment/discrimination.

Employees who engage in racial harassment/discrimination shall be subject to disciplinary actions as defined in this policy, and due process requirements.

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SERVICES FOR CONFIRMED VICTIMS OF HARASSMENT/DISCRIMINATION

The District will offer counseling and/or academic services to any person found to have been subjected to harassment/discrimination on the basis of race, color or national origin and, where appropriate, to the person who committed the harassment/discrimination.

SANCTIONS FOR MISCONDUCT

- A. A substantiated charge against an employee in the school District shall subject such employee to disciplinary action including but not limited to warning, suspension, and/or discharge. The discipline shall comply with state law.
- B. A substantiated charge against a student in the school District shall subject that student to disciplinary action including suspension and/or expulsion consistent with state law.

FALSE REPORTING

Any person who knowingly files false charges against an employee or a student under this policy shall be subject to disciplinary action consistent with school policy and state law.

NOTIFICATION

Notice of the policy will be circulated to all schools and departments of the Grant County School District and incorporated in each employee, student handbook, District website and through annual training.

The person responsible for overall promulgation and enforcement of this Policy, as well as annual training for all staff and students on this policy is the Director of Student Instructional Services. The Director of Student Instructional Services can be contacted at 859-824-3323 at the Grant County Board of Education Office.

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