

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. In furtherance of this policy, Grant County School District will investigate all formal and informal complaints of harassment covered by this Policy.

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 shall report incidents of racial and other forms of harassment/discrimination that they witness or learn of immediately to the appropriate person as identified below. The District will encourage students to immediately report incidents of harassment.

Grant County Board of Education incorporates by reference the Procedures located at 02.21 AP1, that explains how to report harassment and/or file a complaint, both informally and formally.

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.

Race, Color, and National Origin Harassment/Discrimination**GUIDELINES**

The Superintendent shall provide for the following:

1. Investigation of allegations of harassment/discrimination to commence as soon as circumstances allow, but not later than three (3) school days of receipt of the original complaint, regardless of the manner in which the complaint is communicated to a District administrator. The District will utilize a preponderance of evidence standard to determine whether the reported harassment/discrimination occurred. A written report of all findings of the investigation shall be completed within ten (10) business days, unless additional time is necessary due to the matter being investigated by a law enforcement or governmental agency. The District will provide notice of the outcome of any such investigations of harassment to the extent permitted by other applicable federal and state student records privacy requirements to all parties involved.
2. A process to identify and implement, within five (5) school days of the submission of the written investigative report, methods to correct and prevent reoccurrence of the harassment/discrimination. If corrective action is not required, an explanation shall be included in the report.
3. A process to be developed and implemented to communicate requirements of this policy to all students, which may include, but not be limited to, the following:
 - written notice provided in publications such as handbooks, codes, and/or pamphlets; and/or
 - such other measures as determined by the Superintendent/designee.

Method(s) used shall provide a summary of this policy, along with information concerning how individuals can access the District's complete policy/procedures and obtain assistance in reporting and responding to alleged incidents. Students, parents or guardians, as appropriate, will be directed to sign an acknowledgement form verifying receipt of information concerning this policy as part of the Board-approved code of acceptable behavior and discipline.

4. Age-appropriate training during the first month of school to include an explanation of prohibited behavior and the necessity for prompt reporting of alleged harassment/discrimination; and
5. Development of alternate methods of filing complaints for individuals with disabilities and others who may need accommodation.
6. Directives to all staff of their duty to report all incidents of student-on-student harassment that they witness or of which they have received reports or information.
7. The District's Director of Student Instructional Services will maintain a file of all reports of incidents of harassment.

Race, Color, and National Origin Harassment/Discrimination**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.

RETALIATION PROHIBITED:

No one shall retaliate against an employee or student because s/he submits a grievance, assists or participates in an investigation, proceeding, or hearing regarding the charge of harassment/discrimination of an individual or because s/he has opposed language or conduct that violates this policy.

Upon the resolution of allegations, the Superintendent shall take steps to protect employees and students against retaliation.

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

Within twenty-four (24) hours of receiving a serious allegation of harassment/ discrimination, District personnel shall attempt to notify parents of both student victims and students who have been accused of harassment/discrimination.

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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