

Harassment/Bullying/Discrimination

The Governing Board desires to ensure equal opportunities for all students in admission and access to the district's educational programs, guidance and counseling programs, athletic programs, testing procedures, and other activities. District programs and activities shall be free from discrimination, including bullying and harassment, with respect to a student's actual or perceived sex, gender, ethnic group identification, race, national origin, religion, color, physical or mental disability, age, or sexual orientation. The Board prohibits discrimination, intimidation, bullying, or harassment of any student by any employee, student, or other person in the district.

Prohibited harassment includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects the student's educational opportunities.

Any student who feels that he/she has been subjected to discrimination, bullying, or harassment should immediately contact the Coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination or harassment should report the incident to the Coordinator or principal, whether or not the victim files a complaint. Upon receiving a complaint of discrimination, bullying, or harassment, the Coordinator shall immediately investigate the complaint in accordance with site-level grievance procedures specified in AR 5145.7

Sexual Harassment:

Unlawful sexual harassment of any student by an employee, student, or other person at school or any school-related activity is prohibited. The sexual harassment policy states: "Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical contact of a sexual nature made by someone from or in the work or education setting." **Any sexual harassment or complaint of sexual harassment is to be immediately reported to any administrator or counselor** (Board Policy 5145.7 AR).

Cyber Bullying:

Using technology to threaten, harass, or hurt someone, spread rumors, or pass on someone's private information; engaging in any transmissions that are in violation of federal or state regulations, including but not limited to transmission of defamatory, obscene, pornographic, offensive, disruptive, threatening, bullying or harassing messages or information.

Note: Offensive content would include, but is not limited to, sexual comments or images; racial slurs; gender-specific comments; or any comments that would offend someone on the basis of his or her age, sexual orientation, religious or political beliefs, national origin or disability.