

BP 5145.3

Nondiscrimination/Harassment

The Board desires to provide a safe school environment that allows all students equal access and opportunities in the School's academic and other educational support programs, services, and activities. The Board prohibits, at School or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

Prohibited discrimination, harassment, intimidation, or bullying 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 effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

The Board also prohibits any form of retaliation against any student who files a complaint or report regarding an incident of discrimination, harassment, intimidation, or bullying. The Head of School or designee shall provide age-appropriate training and information to students, parents/guardians, and employees regarding discrimination, harassment, intimidation, and bullying, including, but not limited to, the School's nondiscrimination policy, what constitutes prohibited behavior, how to report incidents, and to whom such reports should be made.

In providing instruction, guidance, supervision, or other services to School students, employees and volunteers shall carefully guard against segregating or stereotyping students.

The Head of School or designee shall develop a plan to provide students with appropriate accommodations when necessary for their protection from threatened or potentially harassing or discriminatory behavior.

Students who engage in discrimination, harassment, intimidation, bullying, or retaliation in violation of law, Board policy, or administrative regulation shall be subject to appropriate discipline, up to and including counseling, suspension, and/or expulsion. Any employee who permits or engages in prohibited discrimination, harassment, intimidation, bullying, or retaliation shall be subject to disciplinary action, up to and including dismissal.

Grievance Procedures

The Head of School is designated to handle complaints regarding discrimination, harassment, intimidation, or bullying, and to answer inquiries regarding the School's nondiscrimination policies:

Any student who feels that he/she has been subjected to discrimination, harassment, intimidation, or bullying should immediately contact their Contact Teacher or Head of School, or any other staff member. In addition, any student who observes any such incident should report the incident to their Contact Teacher or Head of School, whether or not the victim files a complaint.

Any school employee who observes an incident of discrimination, harassment, intimidation, or bullying shall report the incident to the Head of School, whether or not the victim files a complaint. In addition, the employee shall immediately intervene when safe to do so.

Upon receiving a complaint of discrimination, harassment, intimidation, or bullying, the Head of School shall immediately investigate the complaint in accordance with legal requirements.

The Head of School or designee shall ensure that the student handbook clearly describes the School's nondiscrimination policy, procedures for filing a complaint regarding discrimination, harassment, intimidation, or bullying, and the resources that are available to students who feel that they have been the victim of any such behavior. The School's policy shall also be posted on the School web site or any other location that is easily accessible to students, parents and staff.