

## **9110.4 DISCRIMINATION AND HARASSMENT OF EMPLOYEES ON THE BASIS OF RACE, COLOR OR NATIONAL ORIGIN**

The Board of Education is committed to safeguarding the rights of all employees within the school district to work in an environment that is free from discrimination, including harassment. The Board recognizes that discrimination or harassment of employees can originate from a person of the same or different race, color or national origin of the victim including peers, employees, Board members or any individual who foreseeably might come in contact with employees on school grounds or at school-sponsored activities.

Harassment of employees consists of different treatment on the basis of race, color or national origin and is recognized in two different forms:

1. when the district's officers, employees or agents, acting within the scope of official duties, treat an employee differently than other employee solely on the basis of race, color or national origin; or
2. when the education environment is not kept free from discrimination because the harassing conduct is so severe, pervasive or persistent that it interferes with or limits the ability of an employee to participate in or benefit from the services, activities or privileges provided.

The Board also prohibits any retaliatory behavior against complainants or any witnesses.

Any employee who believes that he/she has been subject to discrimination or harassment should report the alleged misconduct immediately, pursuant to 9110.4-R, so that corrective action, up to and including discharge of an employee or suspension of a student, may be taken at once. The complainant shall not be discouraged from reporting an incident of alleged discrimination or harassment. In the absence of a victim's complaint, the Board, upon learning of, or having reason to suspect the occurrence of any discrimination or harassment, will ensure that an investigation is promptly commenced by appropriate individuals.

The Superintendent of Schools is directed to develop and implement specific procedures on reporting, investigating and remedying allegations of discrimination or harassment. Such procedures are to be consistent with any applicable provisions contained in the District's policy manual, collective bargaining agreements, the tenure laws as well as other federal and state laws on discrimination or harassment. Training programs shall be established for students and employees to raise awareness of the issues surrounding discrimination or harassment and to implement preventative measures to help reduce incidents of discrimination or harassment.

### **9110.4**

A copy of this policy and its accompanying regulation is to be distributed to all personnel and posted in appropriate places.

Ref:

Title VI & Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§2000d et seq.

34 CFR Part 100

Adopted: September 7, 2005

New Adoption Date: March 25, 2009