

Non-Discrimination

In affirming that there shall be no discrimination, harassment, or violence against anyone in the school, the Board intends this regulation to define what constitutes a violation of the nondiscrimination policy and to provide processes to prohibit discrimination, harassment, and violence. This regulation is further intended to delineate procedures to resolve conflicts that arise and to ensure accountability.

It is recognized that discrimination or harassment complaints may arise from a variety of situations and circumstances. Students and adults are encouraged to report concerns of discrimination, whether actual or perceived, so that they may be investigated and resolved, either through discipline or education.

It is the intent of these procedures to assure that discrimination or harassment complaints are resolved in a timely, orderly, and equitable manner that serves to fulfill the intent of the Board policy against discrimination. All administrators are required to make a conscientious effort to fully understand the nature and basis of any discrimination or harassment complaint and resolve it or refer it to the appropriate source for resolution in a timely manner.

The filing of a discrimination or harassment complaint will not be used as a basis for actions that adversely affect any party's standing in the school system.

The School will support teachers and administrators in promoting high standards of academic scholarship in a safe, non-threatening environment that respects the potential of each student without regard for individual differences. Students will have an opportunity to participate in discussions advocating nondiscrimination.

Definitions

Harassment

Behavior toward students or adults based, in whole or in part, on race, ethnicity, national origin, gender, sexual orientation, age, disability, or religion which interferes with a person's school performance or creates an intimidating, hostile, or offensive school environment.

Violation or Suspected Violation of the Nondiscrimination Policy

It is a violation of the nondiscrimination policy if, on school property, in school vehicles, or in connection with any school program, activity, or event, a school employee or student:

- engages in behavior that has the purpose or effect of creating an intimidating, hostile,

or offensive educational environment or that interferes with or intrudes upon an individual's rights or educational performance, opportunities or benefits on the basis of an individual's race, ethnicity, national origin, gender, sexual orientation, age, disability or religion;

- harasses, intimidates, threatens or harms an individual on the basis of the individual's race, ethnicity, national origin, gender, sexual orientation, age, disability, or religion;
- harasses or intimidates another individual or individuals by name calling, using derogatory slurs, or wearing or displaying items or images that, depending upon the facts, circumstances, and context, are reasonably likely to or do create ill will or hatred toward the individual or individuals, on the basis of race, ethnicity, national origin, gender, sexual orientation, age, disability or religion;
- damages, defaces, or destroys the property of any individual because of that individual's race, ethnicity, national origin, gender, sexual orientation, age, disability, or religion; or
- excludes any qualified individual from participation in, denies any qualified individual the benefits of, or otherwise discriminates against any qualified individual in connection with any District program, activity, or event on the basis of the individual's race, ethnicity, national origin, gender, sexual orientation, age, disability, or religion.

LCS Policy Adopted August 9, 2012