

4J Discrimination Policies and Procedures

Volunteers, just like staff members, are required to report instances of harassment or discrimination when it comes to their attention. Sometimes it may seem like students are "just having fun," but please remember that harassment hurts. Don't ignore your feelings--if it feels like it's hurtful, it probably is. Speak up when you see harassment, discrimination, intimidation or bullying. Notify a staff member about what you have witnessed--we need your eyes and ears to keep SEHS a safe place for all.

4J School District Policy

School board policy prohibits discrimination, harassment, intimidation, or bullying as defined by this policy, against students on or immediately adjacent to school grounds, at any school-sponsored activity, including athletic activities, on school-provided transportation, or at any official school bus stop. Staff and volunteers are required to report any instances witnessed.

What These Terms Mean

Discrimination means any act that has the purpose or effect of unreasonably differentiating in treatment, based on disability, race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, physical characteristics, or linguistic characteristics of a national origin group.

Harassment means unwanted behavior of a nonverbal, verbal, written, graphic, sexual, or physical nature that is directed at an individual or group of students on the basis of disability, race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, physical characteristics, or linguistic characteristics of a national origin group.

Intimidation or bullying means any act that substantially interferes with a student's education benefits, opportunities or performance, and that have the effect of physically harming a student or endangering a student's property; knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property; or creating a hostile educational environment.

I have read, do understand, and will comply with the 4J School District Policy and Procedures covering Harassment, Discrimination, Intimidation, Bullying and Retaliation.

Signature

Date