

**WINNER SCHOOL DISTRICT 59-2
OFFICIAL SCHOOL BOARD POLICY**



RACIAL/ETHNIC HARASSMENT

The Winner School District is committed to providing a school environment that is free of all forms of harassment. In keeping with this commitment, the District maintains a strict policy prohibiting any type of racial/ethnic harassment from any individual, including, but not limited to, any student or staff in all school buildings, on or about school grounds, at all school activities or activities involving Winner School District students or staff or in any vehicle when that vehicle is used to transport students or staff for the School District. Violation of this policy will result in disciplinary action.

Any individual who reports racial/ethnic harassment will not be retaliated against for making such report. Complaints will be handled as quickly, confidentially, and fairly as possible.

DEFINITIONS

As used in this policy, the following words shall have the following meanings:

- A. Racial and ethnic harassment is conduct of a racial and/or ethnic nature, which has the effect of creating, in a reasonable person, an intimidating, hostile, or offensive educational or work environment and may take, but is not limited to, the following forms: Racial and/or Ethnic Comments; Racial and/or Ethnic Written Material; Racial and/or Ethnic Visual Displays; Defacing or Damaging Personal Property and/or School Property; and Physical Threats associated with a person's race/ethnicity.
- B. Student shall mean each and every student (child or adult) enrolled in any of the school district's programs.
- C. Staff shall mean each and every classified or certified employee of the district.

VIOLATION OF THE RACIAL/ETHNIC HARASSMENT POLICY

It shall be a violation of this policy for any student or staff of the Winner School District to harass any individual, or group of individuals, including another student or any member of the Winner School District staff, through conduct which reduces the dignity of that individual with respect to race or national origin, in all school buildings, on or about school grounds, at all school activities or activities involving Winner School District students, or in any vehicle when that vehicle is used to transport students for the school district. Clubs, student associations, and other school-related organizations, and their members, are required to abide by this policy in the conduct of the organization's school-related programs and activities.

FILE NO : 7.34

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Adopted: May 13, 2002

Effective: May 13, 2002

Amended:

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RESPONSIBILITY FOR ENFORCEMENT OF THE RACIAL/ETHNIC HARASSMENT POLICY

Every staff member is responsible for promoting understanding and acceptance of, and assuring compliance with Federal and State laws and Board Policy governing harassment within the District.

ACTION TO BE TAKEN FOR VIOLATION(S) OF THE RACIAL/ETHNIC HARASSMENT POLICY

Incidents of racial/ethnic harassment by students will be subject to the disciplinary procedures outlined in the Winner School District's discipline policies. Disposition of all students' cases will be finalized after a careful review of all information obtained during the investigative process and may include the imposition of disciplinary actions up to and including expulsion.-

REPORTING PROCEDURES

Any student who believes he or she has been or is being harassed in any manner, as set forth in the racial/ethnic harassment policy, shall report such conduct to the building principal or his/her designee, or may report such conduct directly to the district's Title VI Compliance Coordinator. Thereafter, the complaint/grievance shall be investigated and processed in a manner consistent with the district's Title VI grievance procedure.

NOTICE OF RACIAL/ETHNIC HARASSMENT POLICY

All students, staff, and others associated with the district will receive notice of this policy in a manner consistent with the district's Title VI Dissemination Plan. All staff members and agents of the Winner School District are to abide by this policy and are expected to enforce this policy. The Winner School District strives to create a safe and healthy learning and working environment for all persons. The Winner School District does not condone, and will not tolerate any act(s) of racial or ethnic harassment of staff, students, volunteers, or other persons associated with the school or school activities, as set forth in this policy.

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Winner School District 59-2 Harassment Complaint Form

Name: _____

Date: _____

School: _____

Who was responsible for the harassment?

Describe the harassment

Date(s), Time(s), and Place(s) the harassment Occurred

Were there any other individuals involved in the harassment?

If so, Name the individual(s) involved in the harassment.

Did anyone witness the harassment? _____ If so, Name the Witnesses

What was your reaction to the harassment?

Describe any prior incidents

Signature of complainant or parents/legal guardian

I hereby certify that the information I have provided is true, correct and complete to the best of my knowledge.