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UPPER LAKE UNION ELEMENTARY SCHOOL DISTRICT

Board of Trustees of the Upper Lake Union School District Anti-Harassment and Discrimination Policy

Anti-Harassment Policy

The Upper Lake Union School District is committed to providing all students with a safe and supportive school environment. Members of the school community are expected to treat each other with respect. Teachers and other staff members are expected to teach and to demonstrate by example that all members of the community are entitled to respect.

Harassment of a student by another student or by a teacher or other staff member is a violation of this school district policy. This includes (but is not limited to) harassment based on race, religion, national origin, marital status, sex, actual or perceived sexual orientation, actual or perceived gender identity, mental disability, or physical disability. Punishable harassment is conduct, including verbal conduct, (1) that creates (or is substantially likely to create) a hostile environment by interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (2) that is threatening or seriously intimidating.

Sexual harassment is a form of harassment that also violates school policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including verbal conduct, (1) that is tied to a student's educational benefits, opportunities, or performance, or to a student's physical or psychological well-being; (2) that creates (or will certainly create) a hostile environment by interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (3) that is threatening or seriously intimidating.

To prevent harassment in the first instance, staff members should teach why harassment is wrong and teach that tolerance and respect are essential to a free society. In response to an act of harassment, staff members should intervene immediately to stop the harassment and, if appropriate, should punish the harasser promptly, consistently, and proportionately to the seriousness of the act. But the response should not end there; rather, staff members should deter future harassment with continuing lessons of tolerance and respect.

Schools shall develop and publicize rules that explain how harassment can be reported and how reports of harassment will be handled. These rules should require staff to report harassment to a designated school official; should prohibit retaliation against anyone who reports harassment; and, to the extent possible, should protect the confidentiality of anyone who is involved in a report of harassment.

Discrimination Policy

The Upper Lake Union School District is committed to equal opportunity for all students and all staff.

It is District policy that no one shall be treated differently, separately, or have any action directly affecting him or her taken on the basis of race, religion, national origin, marital status, sex, actual or perceived sexual orientation, actual or perceived gender identity, mental disability, or physical disability, if the person is otherwise qualified or could be with reasonable accommodation.

The immediate remedy for any act of discrimination shall be to end it, treat the individual equally, and, as much as practically possible, to eradicate any effects of discrimination. Discipline should be imposed where appropriate.

Student Safety

The School District is committed to addressing the safety needs of all students and staff including needs related to actual or perceived sexual orientation and gender identity.

The District is committed to maintaining a discrimination-free learning environment that teaches respect for all people, including those who do not conform to traditional sex role stereotypes. The District acknowledges that sexual minority youth, who frequently lack positive role models, experience disproportionately higher rates of suicides and school dropouts.

The District has a professional duty and obligation to understand the unique differences of its diverse student and staff population and to address its educational, emotional, and social needs. Students shall be assured they need not endure any form of harassment based on sexual orientation or gender identity that impairs their educational environment or emotional well-being at school. They shall be informed that they should promptly contact the principal or designee if they experience such discrimination.

The District acknowledges that a key element in a sound educational program is providing students with an understanding and appreciation of the differences of others. The District seeks to assure students and their family members and caregivers that their needs related to sexual orientation and gender identity will be addressed in a forthright and sensitive manner.

The Superintendent or designee shall ensure that students receive age-appropriate information and education related to sexual orientation and gender identity. The District will implement staff development programs for all school employees and address the needs of students and staff related to sexual orientation and gender identity. In accordance with District policy and state law, all schools will develop a site-specific plan for addressing issues related to sexual orientation and gender identity. The plan will include staff development for all school employees and the development of resources and education for students.

Stare and harassment related to sexual orientation and gender identity are prohibited. Violations of this policy may result in discipline, up to and including suspension and expulsion or termination. Also, any persons who are not employees or students at the school (e.g., parents, visiting speakers or members of a visiting athletic team) who violate this policy shall be subject to immediate and appropriate corrective action depending on the level of control the District has over the offender.

The District prohibits retaliation against any complainant or participant in the complaint process. Information relating to a complaint of discrimination based on actual or perceived sexual orientation or gender identity shall be confidential to the extent possible. Individuals involved in the investigation of such a complaint shall be instructed to not discuss related information outside of the investigation process.

The District will provide on-going support services related to sexual orientation and gender identity issues. Curricula and materials will be developed and implemented which address the issues of this underserved population. All schools will be provided with training in the use of these curricula and materials.

The District will adopt personnel policies that are sensitive to sexual orientation and gender identity to ensure employment protection for all staff members.

First Reading: November 14, 2007

ADOPTED at a public meeting by the Board of Trustees of the Upper Lake Union School District on December 12, 2007.

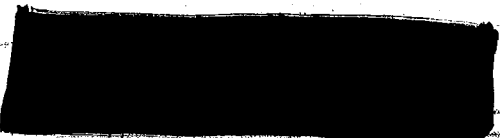
AYES: 3

NOES: 0

ABSTAIN: 0

ABSENT: 0

ATTEST



Clerk of the Board