

Eq o o wpkv {"Tgncvkqpu"

SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE SCHOOL DISTRICT

Vjg" Pkcictc Hcmu" Dqctf" qh Gfwecvkqp" ku" eq o okvvgf" vq" rtqxfkpi cp" gpxktqpo gpv" htgg" htq o fkuetk okpvcvkqp" cpf" jctcuu o gpv" Ceeqtfkpin {"v jg" Dqctf" rtqjkdkvu" fkuetk okpvcvkqp" cpf" jctcuu o gpv" qp" v jg" dcuku" qh" fkucdknkv {"tceg." eqnqt." tgnkikqp." pcvkqpcn" qtkikp." ugz." ugzwn" qtkgpvcvkqpu." cig." qt" qvjgt" ngicmn {"rtqvgevgf" ecvgiqt {"Uwej" cevqpu" cpf" qeewttgpegu" ctg" rtqjkdkvvgf" tgi ctfnguu" qh" y jgvjgt" v jg {"vcmg" rnceg" qp" Uejqqn" Fkuvtkev" rtg okugu" qt" cv" uejqqn/urquqtgf" vjg" rctvkewnc" eqpfwev" qt" qeewttgpeg" cv" kuuwg." v jg" cigu" qh" v jg" rctvkgu" kpxqnxgf." v jg" eqpvz" kp" y jkej" v jg" eqpfwev" qt" qeewttgpeg" vcmgu" rnceg." v jg" tgnvcvkqpu jkr" qh" v jg" rctvkgu" vq" qp" cpqv jgt." v jg" ecvgiqt {"qt" ejctcevgtkuvke" v jcv" ku" cmngif" vq" jcxg" dggp" v jg" dcuku" hqt" v jg" cevqpu" qt" qeewttgpeg." cpf" qvjgt" eqpukfgtcvkqpu" cu" ctg" pgeguuct {"cpf" eqpukuvgpv" ykvj" ncy" V jg" ejctcevgtk|cvkqpu" cpf" gzc o rngu" dgnqy" ctg" kpvgpfgf" vq" ugtxg" cu" c igpgtcn" iwkfg" hqt" kpfkxkfwcnu" kp" fgygt okpki" y jgvjgt" vq" hkn" c eq o rnckpv" qh" fkuetk okpvcvkqp" qt" jctcuu o gpv." cpf" ujqwnf" pqv" dg" eqpuvtwgf" vq" cff" qt" nk okv" v jg" tkijvu" kpfkxkfwcnu" cpf" gpvkvgu" rquuguu" cu" c" o cvvgt" qh" ncy" }

Fkuetk okpvcvkqp" ku." igpgtcn {"v jg" rtcevkeg" qh" eqphgttkpi" qt" fgp {kpi" rtkxngigu" qp" v jg" dcuku" qh" ogo dgtujkr" kp" c" ngicmn {"rtqvgevgf" encuu" Fkuetk okpvcvqt {"cevqpu" oc {"kpenwfg." dwv" ctg" pqv" nk okv" vq" tghwukpi" vq" rtqo qvg" qt" jktg" cp" kpfkxkfwcnu" qp" v jg" dcuku" qh" jkuljgt" ogo dgtujkr" kp" c" rtqvgevgf" encuu." fgp {kpi" cp" kpfkxkfwcnu" ceeguu" vq" hceknkvkgu" qt" gfwecvkqpcn" dgpghkvu" qp" v jg" dcuku" qh" jkuljgt" ogo dgtujkr" kp" c" rtqvgevgf" encuu" qt" korgtokuukdn {"kpuvkvwkpi" rqnkekgu" qt" rtcevkegu" v jcv" furtqrqtvkqpcvgn {"cpf" cfxgtugn {"korcev" ogo dgtu" qh" c" rtqvgevgf" encuu" }

Jctcuu o gpv" igpgtcn {"eqpukuvu" qh" uwdlgevki" cp" kpfkxkfwcnu." qp" v jg" dcuku" qh" jkuljgt" ogo dgtujkr" kp" c" rtqvgevgf" encuu." vq" eqpfwev" cpflqt" eq o owpkecvkqpu" v jcv" ctg" uwhhkekgpv {"ugxgtg." rgtxcukxg." qt" rgtukuvgpv" cu" vq" jcxg" v jg" rwtrqug" qt" ghggev" qh" etgcvki" cp" kp

Eq o o w p k v { " T g n c v k q p u "

SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE SCHOOL DISTRICT (CONT'D)

kpenwfkpi" kpxgukicvkqpu qh eq o rnckpvu" cngikpi fkuetk o kpcvkqp. jctcuu o gpv. " qt" vjg" hcknwtg" qh vjg" Fkuvtkev"vq"eq o rn{" ykvj"kvu"qdnki cvkqpu"wpfgt"tgngxcpv"pqp/ fkuetk o kpcvkqp cpf"cpvk/ jctcuu o gpv"nc yu"cpf tgiwncvkqpu"*g0i0."vjg"Co gkcepu" ykvj" Fkucdknkvgu" Cev. "Vkvng"KZ"qh"vjg"Gfwecvkqp"Co gpf o gpvu"qh"3;94." cpf"Ugevkqp"726"qh"vjg" Tg jcdknkvcvkqp" Cev"qh"3;95+0"

Rtkqt" vq" vjg" dgikppkpi" qh" gcej" uejqqn" {gct. vjg" Fkuvtkev" ujcnn kuuwg" cp" crrtqrkcvg" rwdnke" cppqwpogpv"qt" rwdnkecvkqp" yjkej" cfxkugu"uvwfgpvu." rctgpvuli wctfkcpu."g o rnk{"ggu"cpf"qvjgt"tgngxcpv" kpfkxkfwcnu" qh" vjg" Fkuvtkevou" guvcdnkujgf" itkgxcpvg" rtqegfwtgu" hqt" tguqnxkpi" eq o rnckpvu" qh fkuetk o kpcvkqp" cpf" jctcuu o gpv0" kpenwfgf" kp" uwej" cppqwpogpv" qt" rwdnkecvkqp" yknn" dg" vjg" pc o g." c f f t g u u . " v g n g r j q p g " p w o d g t . " c p f " g o c k n " c f f t g u u " q h " v j g " E k x k n " T k i j v u " E q o r n k c p e g " Q h h k e g t * u + 0

Vjg"Ekxkn"Tkijvu"Eq o rnkcepeg"Qhhkegt" hqt"vjg" Fkuvtkev"ku<

Cf o k p k u v t c v q t " h q t " J w o c p " T g u q w t e g u "
Ou0" Octk" Ocuuctq
852"o"88"j"Uvtggy"
Pki c t c " H c n n u . " P g y " [q t m " " 3 6 5 2 6 "
*938+4:8"o"6447"
[o o cuuctq B phuejqqu0pgv](#)

Investigation of Complaints and Grievances

Vjg"Uejqqn" Fkuvtkev" yknn" cev"vq" rtq o r v n { . " v j q t q w i j n { . " c p f " g s w k v c d n { " k p x g u k i c v g " c n n " e q o r n c k p v u . y j g v j g t " x g t d c n " q t " y t k v g p . " q h " f k u e t k o k p c v k q p " c p f l q t " j c t c u u o g p v " d c u g f " q p " c p { " q h " v j g " e j c t c e v g t k u v k e u " f g u e t k d g f " c d q x g . " c p f " y k n n " r t q o r v n { " v c m g " c r r t q r t k c v g " c e v k q p " v q " r t q v g e v " k p f k x k f w c n u " h t q o " h w t v j g t f k u e t k o k p c v k q p " q t " j c t c u u o g p v 0 " K p " v j g " g x g p v " c p " c p q p { o q w u " e q o r n c k p v " k u " h k n g f . " v j g " F k u v t k e v " y k n n " t g u r q p f " v q " v j g " g z v g p v " r q u u k d n g 0 "

Kv"ku" guogpvkcn" vjcv" cp{" kpfkxkfwcn" yjq"ku" cyctg" qh" c" rquukdng qeewttgpeg" qh" fkuetk o kpcvkqp" qt" jctcuu o gpv" ko ogfkcvgn{" tgrqtv" uwej qeewttgpeg0 Cnn" tgrqtvu" yknn" dg" fktgevgf" qt" hqt yctfgf" vq" vjg" Fkuvtkevou" fgukipcvgf" Ekxkn" Tkijvu" Eq o rnkcepeg" Qhhkegt* u+0" Uwej eq o rnckpvu" ctg" tgeq o o g p f g f " v q " d g " k p " y t k v k p i . " c n v j q w i j " x g t d c n " e q o r n c k p v u " q h " f k u e t k o k p c v k q p " q t " j c t c u u o g p v " y k n n " c n u q " d g " r t q o r v n { " k p x g u k i c v g f " k p " c e e q t f c p e g " y k v j " c r r n e c d n g " n c y " c p f " F k u v t k e v " r q n k e { " c p f " r t q e g f w t g 0 " K p " v j g " g x g p v " v j g " E k x k n " T k i j v u " E q o r n k c p e g " Q h h k e g t " k u " v j g " c n g i g f " q h h g p f g t . " v j g " t g r q t v " y k n n " d g " f k t g e v g f " v q " c p q v j g t " E k x k n " T k i j v u " E q o r n k c p e g " g o

Eq o o wpkv {"Tgncvkqpu"

SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE SCHOOL DISTRICT (CONT'D)

cnngicvkqpu"cu"crtrtrtkcvg0" Vjg"eq o rnckpcpv."vjg"cnngigf"rgtrgvtcvqt."cpf cp{" ykvpguu yknn"dg" fktgevgf" vq"tghtckp"htq o "vcnmkpi"cdqww"vjg"kpvguvkicvkqp" y jkng"kv"ku"rgpfkpi0"

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Kh vjg"eq o rnckpcpv"cvgo rvu"vq" ykvjftcy" jkuljgt eq o rnckpv."vjg Ekxkn"Tkijvu"Eq o rnckpeg" Qhhkegt" yknn" fgvgt o kpg." ykvj"vjg cuukvcpv"qh cp{"kpfxkfwcn"qt"gpvk{ fgukipcvgf vq"kpvguvkicvg"vjg eq o rnckpv. yjgvjgt"vjg" ykvjftcy"cn" tsgwuv" ycu"ecwugf" d{ tgvnkvqt{" dgjcxkqt." jctcuu o gpv." wpfwg" rtguuwtg." qt" hgct"qh" uwej"cevkqpu0" Kp"vjg" gxgpv"vjg" Ekxkn"Tkijvu"Eq o rnckpeg" Qhhkegt" fgvgt o kpgu"vjg" ykvjftcy"cn" tsgwuv" ycu"pqv"rtq o rvgf" d{ "vjg"cdqwg"hevqtu." jglujg" yknn"fqew o gpv"vjg"eq o rnckpcpv0" tgcuaqu" hqt"vjg" ykvjftcy"cn." cum"vjg"eq o rnckpcpv"vq"ukip"vjg" fqew o gpv"vjg"eq o rnckpeg" ykvj"tgngxcpv" Fkuvtkv" qdnkicvkqpu0" Kh"vjg" tsgwuv"vq" ykvjftcy" vjg" eq o rnckpv"ku" vjg" tguwv"qh" tgvnkvqt{" dgjcxkqt." jctcuu o gpv." wpfwg" rtguuwtg." qt"vjg"hgct"qh" uwej"cevkqpu." qt"kh"vjg"kpvguvkicvkqp" o wuv"dg"ecttkgf"qww"vq" gpuwtg"eq o rnckpeg" ykvj"tgngxcpv" Fkuvtkv" qdnkicvkqpu." vjg" kpvguvkicvkqp" yknn" eqpvkpwg" cpf" kpvgtk o ogcuwtgu" yknn" dg" vcmgp" vq" rtqvgv"vjg" cnngigf" xkevko." vjg" eq o rnckpcpv."cpf" ykvpguugu."cu"crtrtrtkcvg0"

Complaint and Grievance Procedures

Cnn"eq o rnckpvu"qh fkuetk o kpcvkqp"cpflqt" jctcuu o gpv" yknn"dg"kpvguvkicvgf"kp" c rtq o rv."vjqtqwi j." cpf"gswkvcdbg"hcujkqp."eqpukvpgv" ykvj"vjg" hqnnqykpi"rtqegfwtgu0"

- 3+ Cp" go rnk{gg." uwwfgpv." qt" cp{" vjktf" rctv{" y jg" dngkxgu"vjcv" jglujg" jcu" dggp" uwdlgevgf" vq" cp{ v{rg"qh" fkuetk o kpcvkqp"qt" jctcuu o gpv." qt" jcu"mpqyngfig"qh" cp" qeewttgpeg"qh" fkuetk o kpcvkqp"qt" jctcuu o gpv." oc{" hkn" c eq o rnckpv" ykvj" jkuljgt" ko ogfkcvg" uwrgrtxkuqt." vjg" uejqn" rtkpekrcn" qt" qvjgt" kpfxkfwcn" kp" ejctig" qh" jkuljgt" dwknfkpi. qt" vjg" Fkuvtkv0 Ekxkn" Tkijvu" Eq o rnckpeg" Qhhkegt0" Cnn"eq o rnckpvu" yknn" wnvk o cvgn{" dg fktgevgf" vq" vjg" Ekxkn" Tkijvu" Eq o rnckpeg" Qhhkegt." yjg" yknn" eqqtfkpcvg" vjg" Fkuvtkv0 kpvguvkicvkqp" kpvg" vjg" cnngicvkqpu" qh" fkuetk o kpcvkqp" cpflqt" jctcuu o gpv0" Kh" vjg" Ekxkn" Tkijvu" Eq o rnckpeg" Qhhkegt" ku" vjg" kpfxkfwcn" uwurgevfg" qh" gpickipi" kp" fkuetk o kpcvkqp" qt" jctcuu o gpv." vjg" eq o rnckpv" yknn" dg" fktgevgf" vq" cpqvjgt" Ekxkn" Tkijvu" Eq o rnckpeg" Qhhkegt." kh" vjg" Fkuvtkv" jcu" fgukipcvgf" cp" cf fkvkqpcn" kpfxkfwcn" vq" ugtxg" kp" uwej" ecrcekv{" .qt" vq" vjg" Uwrgrtkpvpgfpgv0" nckp k c O

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6"qh"8"

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6"q

Eq o o wpkv {"Tgncvkqpu"

SUBJECT: NON-DISCRIMINATION AND ANTI-HARASSMENT IN THE SCHOOL DISTRICT (CONT'D)

Knowingly Makes False Accusations

Cp {"g o r nq {gg"qt"uwwfgpv" y j q" " o cmgu"hcnuq"ceewucvkqpu"ci ckpuv"cpqv jgt"kp f kxk f wcn"cu"vq" c nng i cvkqpu"qh" f kuetk o kpcvkqp"qt" j ctcuu o g p v" y k n n" h c e g" c r r t q r t k c v g" f k u e k r n k p c t {" c e v k q p 0"

Prohibition of Retaliatory Behavior

V j g" D q c t f" r t q j k d k v u" c p {" t g v c n k c v q t {" d g j c x k q t f k t g e v g f" c i c k p u v e q o r n c k p c p v u." x k e v k o u." y k v p g u u g u. c p f l q t" c p {" q v j g t" k p f k x k f w c n u" y j q" r c t v k e k r c v g f" k p" v j g" k p x g u v k i c v k q p" q h" c e q o r n c k p v" q h" f k u e t k o k p c v k q p" c p f l q t" j c t c u u o g p v 0" E q o r n c k p v u" q h" t g v c n k c v k q p" o c {" d g" f k t g e v g f" v q" v j g" E k x k n" T k i j v u" E q o r n c k p e g" Q h h k e g t 0" K p" v j g" g x g p v" v j g" E k x k n" T k i j v u" E q o r n c k p e g" Q h h k e g t" k u" v j g" c n n g i g f" q h h g p f g t." v j g" t g r q t v" y k n n" d g" f k t g e v g f" v q" c p q v j g t" E k x k n" T k i j v u" E q o r n c k p e g" Q h h k e g t." k h" v j g" F k u v t k e v" j c u" f g u k i p c v g f" c p q v j g t" k p f k x k f w c n" v q" u g t x g" k p" u w e j" c" e c r c e k v {" . q t" v q" v j g" U w r g t k p v g p f g p v 0"

Y j g t g" c r r t q r t k c v g." h q n n q y / w r" k p s w k t k g u" y k n n" d g" o c f g" v q" g p u w t g" v j c v" f k u e t k o k p c v k q p" c p f l q t" j c t c u u o g p v" j c u" p q v" t g u w o g f" c p f" v j c v" v j q u g" k p x q n x g f" k p" v j g" k p x g u v k i c v k q p" j c x g" p q v" u w h h g t g f" t g v c n k c v k q p 0"

Additional Provisions

K p" q t f g t" v q" r t q o q v g" h c o k n k c t k v {" y k v j" k u u w g u" r g t v c k p k p i" v q" f k u e t k o k p c v k q p" c p f" j c t c u u o g p v" k p" v j g" u e j q q n u." c p f" v q" j g n r" t g f w e g" k p e k f g p v u" q h" r t q j k d k v g f" e q p f w e v." v j g" F k u v t k e v" y k n n" r t q x k f g" c r r t q r t k c v g" k p h q t o c v k q p" c p f l q t" v t c k p k p i" v q" u v c h h" c p f" u w w f g p v u 0" C u" o c {" d g" p g e g u u c t {" . u r g e k c n" v t c k p k p i" y k n n" d g" r t q x k f g f" h q t" k p f k x k f w c n u" k p x q n x g f" k p" v j g" k p x g u v k i c v k q p" q h" f k u e t k o k p c v k q p" c p f l q t" j c t c u u o g p v" e q o r n c k p v u 0"

C e q r {" q h" v j k u" r q n k e {" y k n n" d g" c x c k n c d n g" w r q p" t g s w g u v" c p f" y k n n" d g" r q u v g f" c p f l q t" r w d n k u j g f" k p" c r r t q r t k c v g" n q e c v k q p u" c p f l q t" u e j q q n" r w d n k e c v k q p u 0"

V j k u" r q n k e {" u j q w n f" p q v" d g" t g c f" v q" c d \$

O c r r "

Jctcuu o gpv"Eq o rncpv" Hqt o
Ekv{"Uejqqn" Fkvtkev"qh"vjg" Ekv{"qh" Pkcictc" Hcnnu"
*Fkvtkev" Jwo cp" Tguqwtegu" Qhhkeg+"}

Rngcug eq o rnvvg vjg Jctcuu o gpv" Eq o rncpv" Hqt o

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