

DISCRIMINATION AND HARASSMENT PROCEDURES

Board Policy 104 states “The board will not discriminate in its educational activities on the basis of race, color, national origin, sex, disability, sexual orientation, gender identity or marital status.” It goes on to state that no one can be excluded from educational activities for any of the above.

**Equity Coordinator (Compliance Officer) for Manson Northwest Webster
Jeff Anliker, High School Guidance Counselor
ph. 712-469-2245**

Grievance Procedure, Code No. 104.R1

Level One – Principal, Immediate Supervisor or Personnel Contact Person (Informal and Optional, may be bypassed by the grievant).

Level Two -- Compliance Officer. This is a written grievance on a form that can be obtained from the Compliance Officer. There is a 15 day time limit here so please refer to the policy or contact Mr. Anliker for complete directions.

Level Three – Superintendent. If not resolved, the matter goes to the Superintendent. This must be done within 5 working days.

Level Four – School Board. Again, if there is no resolution, the matter can be appealed within 5 working days.

Student and Parental Rights Code No. 104.E4

For a description of parental rights pertaining to children with a qualifying disability for which accommodations may need to be made, ask for a copy of this code from the Central Office by calling 712-469-2202.

Anti-Bullying and Harassment Policy Code No. 105

The board prohibits harassment, bullying, hazing, or any other victimization, of students, based on any of the following actual or perceived traits or characteristics, including but not limited to, age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Harassment against employees based upon the employee’s race, color, creed, sex, sexual orientation, gender identity, national origin, religion, age or disability is also prohibited.

Harassment and bullying mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

- Places the student in reasonable fear of harm to the student's person or property;
- Has a substantially detrimental effect on the student's physical or mental health;
- Has the effect of substantially interfering with the student's academic performance; or
- Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Repeated remarks of a demeaning nature;
- Implied or explicit threats concerning one's grades, achievements, property, etc.;
- Demeaning jokes, stories, or activities directed at the student; and/or
- Unreasonable interference with a student's performance.

Sexual harassment of a student by an employee means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;
- Submission to or rejection of the conduct is used as the basis for academic decisions affecting that student; or
- The conduct has the purpose or effect of substantially interfering with the student's academic performance by creating an intimidating, hostile, or offensive education environment.

If you are a student who believes you have been a victim of bullying or harassment or the parent of a student whom you believe has been bullied or harassed, please report the incident or incidents to a school official. Complaint forms may be obtained from the school counselor or principal.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures, which may include suspension or expulsion. If, after an investigation, a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures which may include termination. If, after an investigation, a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures which may include exclusion from school grounds. "Volunteer" means an individual who has regular, significant contact with students.

FOR A COMPLETE COPY OF THE ABOVE POLICIES

DISCRIMINATION GRIEVANCE FORMS

BULLYING/HARASSMENT COMPLAINT FORMS

PLEASE CALL THE CENTRAL OFFICE AT 712-469-2202

OR CONTACT JEFF ANLIKER AT 712-469-2245