

## HARASSMENT

### POLICY

The District is committed to providing a learning and working environment free of unlawful harassment based on an individual's race, color, religion, creed, ancestry, gender, national origin, disability, age, or other basis prohibited by law.

It shall be a violation of this policy for any student or any school personnel of the School District to harass a student, any school personnel, or any visitor through conduct or communication of a sexual nature or communication disparaging a person's race, color, religion, creed, ancestry, national origin, gender, disability, or age or other basis protected by law. For the purpose of this policy, "school personnel" includes School Board members, all school employees and agents, volunteers, contractors, or persons subject to the supervision and control of the School District. This policy applies on all School District property and to all School District sponsored, approved, or related activities at any location.

The School District will investigate all complaints of harassment and will discipline or take appropriate action against any student or other school personnel who is found to have violated this policy.

Every employee will be provided a copy of this policy annually and will sign an acknowledgement from indicating having received a copy and having read the material.

(ADOPTED: November 9, 1987)  
(REVISED: June 9, 1997)  
(REVISED: October 11, 1999)  
(REVISED: January 10, 2005)  
(REVISED: December 10, 2007)