

## **114 Nondiscrimination**

The Board is committed to a policy of nondiscrimination on the basis of race, religion, sex, age, national origin, economic status, handicap, and other human differences. No person shall be excluded from participation in, or denied the benefits of educational opportunities and services, academic or extracurricular, offered by the District. It is the policy of the District to comply with the statutes, regulations, and executive orders enforced by Federal, State, and Municipal agencies, including but not limited to Executive Order 11246, Title 41, part 60-1, 60-2, 60-3, 60-20, Title VI and VII of the Education Amendments Acts of 1972, and Chapter 18 of Alaska Statute 4 AAC 06.500 - 4 ACC 06.600.

(Section 145 - Approved March 19, 1984 and Subsequently Revised as Section 114)

### **114.1 Display of Prejudice Toward Others**

The Anchorage School District believes strongly that a learning environment must be structured to reflect diverse cultural traditions and contributions. Furthermore, the Anchorage School District values diversity among students and staff and believes that all students and staff have the right to participate in school activities free from prejudice. The Anchorage School District has zero tolerance for any behaviors that ridicule, harass, intimidate, or otherwise threaten students, staff and community members on school campus or at school activities. Individuals and/or groups are in violation of this policy if they:

- a. Make demeaning remarks directly or indirectly, such as name-calling, racial slurs or "jokes", or physically threaten or harm an individual on the basis of race, color, religion, national origin, sex, or handicapping conditions;
- b. Display visual or written material or deface property or materials which demeans the race, color, religion, national origin, sex, or handicapping condition of an individual or group;

- c. Damage, deface or destroy private property of any person because of that person's race, color, religion, national origin, sex, or handicapping condition.

Students or staff members who believe that they have been the subject of harassment and/or discriminatory behavior will report the incident immediately to the principal or department supervisor. Complaints regarding harassment/discriminatory behavior will be investigated immediately.

Any student, staff or community member who violates on school campus or at school activities this policy by engaging in conduct defined above that directly or indirectly causes intimidation, harassment or physical harm to another student or staff member will be subject to appropriate disciplinary action.

(Section 145.1 - Approved December 14, 1992 and Subsequently Revised as Section 114.1)

## **114.2 Harassment and Discrimination**

The Anchorage School District affirms the right of all students and employees to pursue their education or occupation with dignity in a safe environment. Discrimination and/or harassment of employees and students will not be tolerated in the School District. School District includes School District facilities, School District premises, and non-school property if the student or employee is at any school sponsored, school approved, or school related activity or function, such as field trips or social and athletic events where students are under the control of the School District or where the employee is engaged in school business.

It is prohibited to harass, discriminate against, or grant a discriminatory advantage based on race, creed, gender, national origin, age, marital status, political or religious beliefs, physical or mental conditions, family, social, or cultural background, or sexual orientation. Harassment includes, but is not limited to; racial, religion, national original, age, disability, and sexual harassment. Harassment and/or discrimination by Board members, administrators, employees, parents, students, vendors, and others doing business with the School District is prohibited. Employees

and students whose behavior is found to be in violation of this policy will be subject to discipline, up to and including, discharge, suspension, or other appropriate action. Other individuals whose behavior is found to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the Superintendent or Board.

Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or a student's education or other school status;
- b. submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
- c. such conduct has the purpose or effect of unreasonable interference with an individual's work performance, educational attainment, or creating an intimidating, hostile, or offensive working or school environment.

~~Other types of harassment may include, but not be limited to verbal or physical contact or communication which are offensive and create a hostile, abusive, or unsafe work or school environment.~~

Disciplinary action can be taken against those individuals who are found to have made a false or frivolous accusation.

Employees who believe they have experienced an act of harassment and/or discrimination should report the matter immediately to their supervisors. Supervisors shall investigate the issue and advise the EEO/AA Office. In addition, employees may also report the incident to the EEO/AA Office directly, or to an outside agency, i.e., the Municipality of Anchorage Equal Rights Commission, ~~the~~ an Ombudsman, State of Alaska Human Rights Commission, the U. S. Equal Employment Opportunity Commission, or the Office for Civil Rights.

Students who believe they have experienced an act of harassment and/or discrimination should report the matter immediately to a

~~trusted staff member. and then to their school principal or designee.~~ The school principal or designee shall investigate the issue and advise the EEO/AA Office. In addition, ~~the~~ students may also report the incident to the EEO/AA Office directly, or an outside agency, i.e., the Municipality of Anchorage Equal Rights Commission, ~~the~~ an Ombudsman, the State of Alaska Human Rights Commission, the U. S. Equal Employment Opportunity Commission, or the Office for Civil Rights.

(Section 532.244 - Revised March 16, 1987)

(Section 532.244 - Deleted March 29, 1994 and Revised as Section 145.2 March 29, 1994 and Subsequently Revised as Section 114.2)