

Anchorage School District
Equal Employment Opportunity Office

ASD Statement of Nondiscrimination

Note:

This statement in its entirety must be placed in all school newsletters twice each school year. This statement must also be posted in each school, unit and department in the District. Posters are available from the EEO Office.

Board policy 114 Nondiscrimination & Harassment

The Board is committed to an environment of nondiscrimination on the basis of race, color, religion, sex, age, national origin, economic status, union affiliation, disability and other human differences. No person shall be excluded from participation in, or denied the benefits of, any academic or extracurricular program or educational opportunity or service offered by the District. The District will comply with the applicable statutes, regulations, and executive orders adopted by Federal, State, and Municipal agencies. The District notes the concurrent applicability of the Individuals with Disabilities Act, Title II of the Americans with Disabilities Act and the relevant disability provisions of Alaska law.

All students and employees of the Anchorage School District have a right to pursue their education or occupation in compliance with applicable law and policy with dignity in a safe environment. Neither discrimination nor harassment of employees, students or volunteers is permitted in the District. This policy applies with regard to District facilities, premises, vehicles, computers, servers, and electronics located both on and off school property; and conduct on non-school property if the student or employee is at any school-sponsored, school-approved, or school-related activity or is otherwise subject to the authority of the District.

Board policy 114.2 Inappropriate Behavior

The Anchorage School District supports respectful learning and working environments and believes strongly this environment must be structured to reflect diverse cultural traditions and contributions. The District values diversity among students and staff and believes that all students and staff have the right to participate in school activities free from harassment. Behavior by Board members, administrators, employees, parents, volunteers, students, vendors, or others doing business with the District that ridicules, harasses, intimidates, or threatens students, staff or community members, or otherwise undermines a respectful safe and effective school environment, is prohibited. Individuals or groups are in violation of this policy if they engage in any of the above behaviors in a way that is disruptive to the work or education environment, such as:

- Making demeaning remarks directly or indirectly such as name-calling, racial slurs or “jokes”; or
- Physically threatening or harming an individual; or
- Displaying demeaning visual or written materials; or
- Defacing, damaging, or destroying property or materials; or
- Performing any other act that is clearly harassing in nature.

Any student, staff, or community member who believes that he or she has been the subject of harassment and/or discriminatory behavior should 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 this policy will be subject to appropriate disciplinary action.

Inquiries or complaints regarding any rights protected by law or policy may be addressed to the School District Equal Employment Opportunity Director, who serves as the Title IX Coordinator, ASD Education Center, 5530 E. Northern Lights Blvd, Anchorage, AK 99504-3135, (907) 742-4132, or to any of the following external agencies: Alaska State Commission for Human Rights, Anchorage Equal Rights Commission, Director of the Office for Civil Rights, Department of Education, Department of Health and Human Services.