October 3, 2022

VOLUME 17, ISSUE 2

GIRDWOOD K-8 SCHOOL

P.O. BOX 189 GIRDWOOD. AK 99587

GIRDWOOD NEWS

(907)742-5300

Note from the Principal

Dear Girdwood PK-8 Families,

I hope this message finds you and yours healthy and well. I am hoping all of the rain we have been experiencing as of late will soon take the form of large amounts of snow that we can all enjoy and recreate in this winter! Middle school cross country running is coming to a close and our runners have had an awesome season! Thanks to our coaches Mrs. Murphy and Mr. Hickox. Our middle school girls will be starting volleyball up in the middle of this month and we thank Amanda Sassi and Carmen Romerdahl for becoming our new volleyball coaches.

Just a few reminders for all:

Keep up with your child's grades and assignments through accessing Q Parent Connect at any time. Do you know how to login to Q? If not, give our front office a call at 742-5300 to get your login and password.

Winter is here, or at least it feels like it. Please send your student to school with appropriate gear and clothing. We go outside everyday rain or shine unless the temperatures are below negative 10 degrees.

Our PTA has been working hard to provide your child with enrichment and plan for some fun family events this year! The Girdwood School PTA Halloween Carnival will be taking place on Friday, October 28th, from 6-8 pm. Due to the popularity of last year's event, the Girdwood School PTA will continue our new tradition to take the annual Halloween Carnival outside for a "Trunk or Treat" style event which will take place outside on our school grounds. The junior high students will be planning a spooky trail walk as well. We are looking for help in making this a fun, safe, and successful event, and we'd like to invite your family to host a trunk. You might be asking, "What would this involve?" Basically, you'd dress in your Halloween best, park a vehicle in the school parking lot/bus loop, decorate the trunk/ parking space, and hand out candy or goodies to kids as they trick or treat from car to car. As an alternative to handing out candy, you could have the kids play a game or do a craft. There will also be awesome prizes for the 3 best trunks! Please RSVP by October 10 if you would like to host a trunk by emailing pta.girdwood@gmail.com.

Parent/Teacher Conferences are taking place this month on 10/26 and 10/27. These days are half days for students with dismissal at noon. Conferences will take place on those afternoons and the evening of 10/26. The online conference scheduler will be open for parents to sign up for conferences on October 10th. You can sign up through the ASD website at www.asdk12.org and search for Conference Scheduler or through the ASD Mobile App. Also, just a heads up that Friday, October 21st, is an in-service day and Friday, October 28th is a professional development day. There is no school for students on either of these dates.

If you have celebrations, questions, or concerns, please call or email anytime. I feel very lucky to be Girdwood School's principal and appreciate our community. Lastly, thank you for all you do for your children!

Take care,

Kari Anderson, Principal Girdwood PK-8 School



Upcoming Events

10/3 Lions Club Recycle for Sight Begins

10/3 Middle School Cross Country Running Meet— "Think Pink" Relay at Kincaid Park 5:30pm

10/4 2nd Grade Ignite Testing

10/6 Middle School Cross Country Running Championships at Kincaid Park 1:30-4:30pm

10/7 School Spirit Sports Day

10/7 Lions Club Recycle for Sight Ends

10/12 School Store During Lunch

10/15 Middle School Debate Tournament

10/17 PTA Meeting at the Girdwood Brewing Company 6-8pm

10/19 Circus Arts with Mag All School Assembly and Family Night

10/20 School Spirit Grizzly Gear Day

10/20 Junior High Halloween Dance 7-9pm

10/21 No School for Students End of 1st Quarter State Released Professional Development Day and Grading Day

10/25-27 Book Fair in the Library from 8-3 and 5-7pm

10/26 Parent/Teacher Conferences After School and Evening Students Released at Noon

10/27 Parent/Teacher Conferences Students Released at Noon

10/28 No School for Students State Released Professional Development Day

10/28 PTA Halloween Carnival

Anchorage School Board

Margo Bellamy, president Carl Jacobs, vice president Kelly Lessens, treasurer Dora Wilson, clerk Dave Donley Andy Holleman Pat Higgins

ASD Superintendent Dr. Jharrett Bryantt

PTA Board Members

Andrea Anderson, president Emily Marenco, vice president

Melissa Randich, secretary

Anna Russell, treasurer Julie Pierre Leclerc, member at large

Nico Honegger, member representative

Jennifer Derks, teacher representative



Girdwood K-8 and the Girdwood PTA are on Facebook. Please check our pages out and "**LIKE**" us! We will be posting frequently and our pages will have the latest school information.

Bus Note Expectations

Per the 19-20 ASD Student Handbook, students must ride their assigned bus and get off at their assigned stop unless presenting a note to the driver from their parent/guardian that has been initialed by the principal or front office.



TEXT MESSAGES

Sign Up and receive text messages from ASD regarding school closures and late busses. You must opt in. They are not automatic. Visit ASD's website to learn more about receiving text messages: http://www.asdk12.org/textupdates.





Family Fun Night on Wednesday, October 19th 6:00–7:30pm in the gym

Mr. Mag" is returning to Girdwood School! Your child may remember him from his visit in 2019, when he taught all of us new and challenging juggling skills and activities.

Scott "Mag" Hughes, of W.E. C.A.R.E. Sports, is an engaging, inspirational, and FUN educator! He is coming to share his knowledge about brain science and learning, through the art of juggling! He has been teaching for over 40 years and has shared his love of movement with friends all around the world. Most importantly, he is magic with kids --- capturing their attention with his big personality, his encouraging manner, and his goofy-yet-genius teaching methods.

W.E. C.A.R.E. Sports is located in Oregon, and they offer school programs throughout the Pacific Northwest. Mag is especially fond of Alaska and tries to spend a few weeks in our state every year, sharing the programs with our children.

Thanks to our Girdwood PTA and FVCS Mag will be here on Wednesday, October 19. He will perform an All-School Assembly, and work with Mrs. Quinn's Physical Education classes throughout the school day. <u>You</u> are invited to join us for **Family Fun Night** to learn new skills with your child and share a giggle or two. I hope you join us for this fun event! Wear your gym shoes and some comfortable clothes and get ready to laugh as you learn!



Parents, you juggle so many things in your household every day to keep your family organized. Now is the time to put those skills to use in a fun way! I hope you can join the action on Wednesday, October 19!



A huge shout out to Bob Mucha for the preschool refrigerator donation. We would also like to thank the Girdwood Food Pantry for partnering with the preschool to support healthy snack education for our growing students!

Love from the Girdwood Preschool





Here at Girdwood PK-8 School, we would like to acknowledge with gratitude the Dena'ina people, past and present, who have lived on these lands since long before Anchorage and Girdwood were here. May we all be good stewards of these lands. Chin'an. (/CHIN-nan/ {Meaning - Thank you})



Girdwood School Parents:

Glacier Valley Transit is providing an after school activities service at The Girdwood School. The GVT bus will stop at the Girdwood School Mondays through Fridays, at 4:40 pm heading toward Alyeska Resort and looping back toward the Seward Highway.

There is no charge for this service. For more information about Glacier Valley Transit and for current bus stops and schedules please visit <u>www.glaciervalleytransit.com</u> or contact Sam Marshall, Operations Manager, at 907-382-9908.



We would like to shout out a big THANK YOU to Subway and the Ice Cream Shop, Girdwood K-8's school business partners! If you know of anyone else who would like to be our partner, please let us know.



ATTENDANCE POLICY

Below are the basic guidelines for reporting a student's absence:

If your child will not be at school, please call the school office at 742-5300, or email Bethanie **and** Robyn, **before** 10:30 am, to excuse their absence. Please make sure you call the office, even if you have told their teacher.

If you know in advance of a scheduled absence, please call the office and send a note to the classroom teacher ASAP. This will help the teacher to gather schoolwork, if needed. If your child will be gone for more than a couple of days, please fill out the extended absence form. You can get one in the office Tardy students must stop in the office, sign in, and get a late pass, before going to class.

If parents want their child to ride a different bus home or get off at a different bus stop, they must send a note for the

bus driver and have it signed by the office. Parents picking up students before the end of the school day must come to the office to sign them out. We will call them down from their classroom when the parent gets here. Please refer to the ASD Student Handbook for complete District policy.



ASD's Mobile App

Downloading our ASD app is a great way to get the information you need in the palm of your hand. Our free app is available to anyone in our community who wants to stay connected. ASD families and students have access to additional features within the app found at https://www.asdk12.org/mobileapp



Girdwood School Library Newsletter Fall 2022

Greetings from Girdwood School Library! We are off to a great start to the school year.

<u>LIBRARY CATALOG</u> (Go to the School Catalog home button and navigate to Girdwood School)

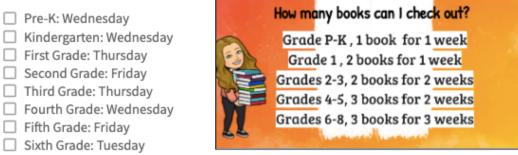


SORA Ebooks and Audiobooks (Students can access SORA in Clever with their ASD login)



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Library Class Days



Middle School: Every morning before school, or at the end of middle school electives.

Battle of the Books Battle of the books will be starting this fall for grades 3-8. Messages will be coming from the battle coordinators soon. In the meantime the library has all the titles ready and available for checkout so students can start reading right away. The tentative list along with book trailers can be found on the <u>Alaska Battle of the Books website</u>.

The Scholastic Book Fair is Returning to Girdwood School!!

Save the Dates during our school fall Parent Teacher Conferences.



October 25, 26, & 27, 2022 from 8-3 and 5-7 pm

Tips for helping your child be responsible with library books.

- Avoid food or drinks when reading library books.
- □ Keep library books in a clean and dry location.
- Always transport library books in a bag or backpack.
- Use a bookmark or piece of paper. Large objects break the book spine.
- Place library books in backpacks when finished reading so they make their way back to school on time.
- Return library books to the classroom book drop boxes on or before your scheduled library.
- Encourage reading and re-reading of library books.
- Read with your child. We encourage children to check out any book that brings them joy. Sometimes it is a book a student can read to self and sometimes students select books above their reading level and that is ok! It is a chance for you to enjoy them together.
- □ Young Adult literature is for students in 6-8 grades only.

All students in Grades K-6 will learn skills for Digital Citizenship from Common Sense Medias Digital Citizenship Curriculum

This includes finding a balance in your life with time online and offline, staying safe online, respecting themselves and others, standing up to and avoiding yberbullying, and protecting their private information. Visit Common Sense Media's website to preview curriculum as well as learning helpful tips for families managing their child's digital life.

https://www.commonsense.org/education



GIRDWOOD SCHOOL LIBRARY WEBSITE

For updated information, links to our resources, information on the book fair, or reading challenges please visit our library website.

Girdwood School Library





Please contact me if you have any questions.

Meghan Nedwick, Library Media Specialist nedwick_meghan@asdk12.org



Happy Fall!

The excitement of Halloween preparations and celebrations are already palpable! Consider different choices of non-treats for those with allergies or those wanting to consume less sugar when you purchase your trick or treat items.

Make sure your child is wearing reflective gear, when trick or treating and all the time on coats and backpacks for visibility in the decreasing daylight.

Fentanyl Awareness

Discuss treat safety with your young children; there are fake pills being sold that contain fentanyl, look like candy and are deadly. Be sure your young child knows not to eat anything they find and to ask their parents or trusted adult before eating anything they are given. Help your older children to understand that no pill or drug is safe that is not prescribed and dispensed from a pharmacy. Fentanyl is deadly and being found in every street drug. There is a much more detailed flyer from the DEA in this newsletter. Please read and educate your child as you feel appropriate.

Free Flu Shots

The Health Fair at Community Center: October 8th, 9am to 1pm

Girdwood Health Clinic October 12th, 10am to 7pm

We will not be giving flu shots at school this year so please plan to get flu shots for all ages at the health fair or at the Girdwood Health Clinic!



Please reach out to your nurses with any questions: 907-742-5301 Nurse Summer: stone_olivia@asdk12.org Nurse Raquel: mars_raquel@asdk12.org

What Every Parent and Caregiver Needs to Know About FAKE PILLS

DRUG ENFORCEMENT ADMINISTRATION + Public Safety Alert

What is fentanyl?

 It is a deadly synthetic opioid that is being pressed into fake pills or cut into heroin, cocaine, and other street drugs to drive addiction.



What are fake pills?

- The Sinaloa Cartel and Cartel de Jalisco Nueva Generacion are making fentanyl and pressing it into fake pills. Fake pills are made to look like OxyContin[®], Xanax[®], Adderall[®], and other pharmaceuticals. These fake pills contain no legitimate medicine.
- Fentanyl is also made in a rainbow of colors so it looks like candy.



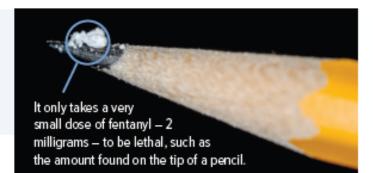


*FAKE rainbow oxycodone M30 tablets containing fentanyl

Why is fentanyl so dangerous?

 DEA lab testing reveals that four out of every ten fake pills with fentanyl contain a potentially lethal dose.

What are the physical and mental effects of fentanyl?



 Fentanyl use can cause confusion, drowsiness, dizziness, nausea, vomiting, changes in pupil size, cold and clammy skin, coma, and respiratory failure leading to death.

Visit www.dea.gov/onepill for more information and resources for parents and caregivers





How would my child get fentanyl?

- Drug traffickers are using social media to advertise drugs and conduct sales. If you have a smartphone and a social media account, then a drug trafficker can find you. This also means they are finding your kids who have social media accounts.
- To learn about emoji codes used on social media, visit Emoji Drug Code Decoded on www.dea.gov/onepill.

Why you should be concerned.

- The drug landscape is dramatically different from when you grew up, or even from just a few years ago.
- All parents and caregivers need to be educated on current drug threats to be able to have informed talks with their kids.

Tips for Parents and Caregivers

- Encourage open and honest communication
- Explain what fentanyl is and why it is so dangerous
- Stress not to take any pills that were not prescribed to you from a doctor
- No pill purchased on social media is safe
- Make sure they know fentanyl has been found in most illegal drugs
- Create an "exit plan" to help your child know what to do if they're pressured to take a pill or use drugs
- For more tips on how to talk to your child about drugs, read Chapter 4 of Growing Up Drug Free: A
 Parent's Guide to Substance Use Prevention at www.getsmartaboutdrugs.com/publications



Visit www.dea.gov/onepill for more information and resources for parents and caregivers





PERCOCET® & OXYCODONE®



Recycle Your Eyeglasses

Please help your local Lions Club collect unwanted eyeglasses!

Any unused prescription eyeglasses & cases will be collected during the week of **October 3rd-7th!**



Help your class win a prize while helping others!

A GRAND PRIZE WILL BE GIVEN TO THE CLASS WITH THE MOST COLLECTED EYEGLASSES!

A SPECIAL SURPRISE FOR EACH CLASSROOM WITH A DONATION

Please get your parent's permission to donate the eyeglasses/cases! Please return this bottom portion with your donation.

I give, _____, my permission to donate eyeglasses or case.

Parent signature



ROTARY

GIRDWOO

HEALTH FAIR

BLOOD TESTS

OCT

9am-1pm

COMMUNITY ROOM

(NEXT TO FIRE HALL)

27 PANEL CHEMISTRY SCREEN - FASTING 10 HRS. - \$45 A1C DIABETES - \$25 THYROID SCREEN - \$35 VITAMIN B12 - \$35 VITAMIN D SCREEN (D2, D3) - \$50 FERRITIN - \$35 BLOOD TYPING - \$20 TESTOSTERONE - \$55 PROSTATE DISEASE SCREEN - \$25

MASKS REQUIRED INSIDE BUILDING NO VISION SCREENING THIS YEAR

MOA DEPT HEALTH FREE VACCINES: COVID VACCINES FLU (INCL HIGH DOSE) PNEUMOVAX FOR 51+

NO APPT NEEDED

Generously Sponsored by Double Musky Inn

BY <u>APPOINTMENT</u> 907-278-0234 ALASKAHEALTHFAIR.ORG



FLU SHOT GLUNC & OPENHOUSE

Anyone who wants to tour our beautiful new facility is welcome! (flu shot not required)

1111

-Timb

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WALK-IN FLU CLINIC

Girdwood

Health

Clinic

Wednesday October 12th 10am to 7pm

AGES 6 MONTHS & UP PLEASE BRING ID Family Friendly!

Your Community Health Center



The Anchorage School District (ASD) is committed to ensuring the safety and security of our students, staff, and visitors. Take a moment to review this guide to ensure you are prepared in the event of an emergency situation at school. ASD follows the response protocols established by the ASD School Board. School and district staff train yearly on emergency protocols and situation management and students take part in drills throughout each school year.

Actions in an emergency



"Stay Put" is ordered when there is an issue INSIDE/OUTSIDE the building. Police activity in the area, a wild animal nearby, or a medical incident are all common causes. Everyone returns inside the building, exterior doors are locked and "business as usual" generally continues inside the school.



LOCKDOWN is ordered when there is an issue OUTSIDE the building, most often police activity in the area that could pose an imminent threat, such as a weapon or unstable individual. All interior/exterior doors will remain locked until the 'all clear' is given.



Ordered when there is a threat **INSIDE the building**. Students and staff will use ALICE Protocols. Do NOT call staff/ students during an active threat. Parents are not allowed on site during Stayput/Lockdown/Active threat (ALICE).

ACTIVE THREAT



Ordered when people must exit the building due to unsafe circumstances such as fire, gas leak, or building damages. If student pick-up or off-site reunification is required, instructions will be communicated by the district.



Ordered when personal protection is necessary from dangerous weather conditions such as a gas leak, blizzard, or hail. May also be ordered in the event of a hazmat situation in the area.

Please note: some situations may require a combination of actions above.

Examples of school actions

Severe weather - Schools may **Shelter in Place** until weather passes; could delay release of students at end of day until safe to exit building.

Fire or Hazmat Situation in the Area - Evacuation

or **Shelterin Place**, depending on location and severity of fire/ hazmat issue.

Threat of Violence or Weapon on a Person - ALICE (Alert, Lockdown, Inform, Counter, Evacuate), LOCKDOWN (exterior threat), or Evacuation, depending on the situation.

Intruder - Requires an immediate Lockdown or ALICE. Police Activity in the Area - Lockdown or Stay Put may be called for by any staff member at the school.

What do I need to know and do?

- If you're at a school and an emergency occurs, follow protocol with students and staff.
- We know families want information right away. Experience has taught us that initial information is almost always incorrect. Please know, our security and administrative staff are working hard to determine what the real situation is and will communicate with families as soon as information is verified as accurate and next actions have been determined.
- Do not call the school or security staff, as they are working on the situation and ensuring your student's safety. Do not go to the school; this may interfere with procedures. Only public safety personnel will be allowed in/near a school during an emergency situation.
- We understand you may want to communicate with your student during an emergency, however, please refrain from calling; it may prevent him/her hearing important, possibly life-saving, instructions.
- It is vital parents and guardians keep their information updated in ASDConnect. We will utilize email, text messaging, and phone calls to communicate with you.
- The fastest way to get information in an emergency situation is to follow us on Twitter and Facebook (@ASD_Info). It is our first and fastest means of getting messages out. Also, check our website for alerts on the homepage.



Four Valleys Community School

FVCS is based out of the Girdwood K-8 School, and this is our 41st year providing community education. Our mission is to provide fun and interesting classes and programs for all ages, focusing on recreation offerings and educational enrichment, and ranging from pickleball to art classes to yoga.



Visit our website to view and enroll into our classes: www.fourvalleys.org



Sign up for our email newsletter on our website



Bring us your class ideas, and/or volunteer to teach a class for your community. We have paid positions too!



Join our Board of Directors! We meet 9 times a year, and have 3 positions open. Email cmcdermott@fourvalleys.org

We offer scholarships, financial aid and payment plans for all our classes, please come talk to us to set something up that works for you.

he Poo Fair

here... coop your Poop UGH!!! It's still raining! This is just yet another reminder to please make sure your child(ren) comes to school with the right gear every day: rain coat ,rain pants, boots, gloves, and any other outdoor clothing they would need to keep them warm and dry during recess. Most students have outdoor recess everyday except in cases of extreme inclement weather, so they need to be prepared. Please remember to label all clothing and accessories. For your convenience, we have Sharpies in the office. Thank you!

A Gentle Reminder...

Dogs on the Playground

Just a reminder to keep your dogs leashed while on the playground here at school for the safety of our students and to ensure our playground remains free of dog poop.

Student Government News

By: Harper Landry, Secretary

Girdwood Student Government is excited for this new school year. We have already had two spirit days and our school spirit is amazing! Our first spirit day was Grizzly Gear Day. We had great turnout and it was good seeing everybody with their school spirit. Our second spirit day was Class Colors. Each class was assigned a color and was asked to dress in that color. Four classes got 100% participation!

- Our next spirit day is **Sports Day**. Students should wear sports jerseys or shirts with sports teams on them. Sports day will be on **Friday**, **October 7th**.
- On Thursday, October 20th we will be doing another Grizzly Gear Day. Students should wear Girdwood Grizzly gear, including shirts, sweatshirts, leggings, hats, and buffs. Also, we continue to collect used/outgrown Grizzly Gear for students in need. These items can be dropped off or picked up in the front office. Thank you for your donations!
- We are planning a Junior High Halloween Dance for Thursday, October 20. This is just for 7th and 8th grade students. Dress up in costume and bring a snack to share!
- Student Government will be creating a Haunted Trail for the Trunk-or-Treat on Friday, October 28th.

We'd also like to introduce our new officers for the 2022-2023 school year:

Student Body President: Harlan Loso Vice President: Brielle Rice Secretary: Harper Landry Treasurer: Hardy Wade Commissioners of Spirit: Passage Stinson and Alden Swift 8th Grade Representative: Finn Gross 7th Grade Representative: Cooper Kelly Events Committee Chair: Sammy Stiassny Student Advisory Board (SAB) Representatives: Kaiden Kuber and Harper Landry

We hope to see all students on October 7th in sports gear!

Join Girdwood PTA

Why join PTA? Our focus is supporting programs that help students be successful in their learning. Last year PTA funded over \$20,000 in programs and supplies for our students and school, including:

School Garden, Classroom Safety Kits, Halloween Carnival, Classroom Grants, Holiday Bazaar, Running Club, Drama and Music Programs, Field Trip Transportation, Field Trip Scholarships, Teacher Appreciation Week, Battle of the Books, Field Day, and Fall Intensives. For 2022–2023... new Classroom Display Technology and so much more!

Questions? Email us at pta.girdwood@gmail.com

Supporting Member	Voting Member
Who should be a supporting member? Parents, family members, friends, and community	Who should be a voting member? Parents, teachers, and PTA board members who want to
members who want to support our school and students	regularly attend PTA meetings and vote on our budget and bylaws.
 All \$10 goes to support Girdwood School PTA programs 	 \$6.25 goes to National & State PTA and \$3.75 goes to Girdwood School PTA
Scan to become a supporting member	Scan to become a voting member

Fredikkeyer. COMMUNITY COMMUNITY IEWAIDS Where shopping & giving unite Where shopping & giving unite Girdwood PTA EARN DONATIONS

JUST BY SHOPPING WITH YOUR FRED MEYER REWARDS CARD!

Fred Meyer donates over \$2 million per year to non-profits in Alaska, Idaho, Oregon and Washington, based on where their customers tell them to give. Here's how the program works:

- Sign up for the Community Rewards program by linking your Fred Meyer Rewards Card to Amurod PTA at www.fredmeyer.com/communityrewards. You can search for us by our name or by our non-profit number _____ GP641
- Then, every time you shop and use your Rewards Card, you are helping Airdwood PTA earn a donation!
- You still earn your Rewards Points, Fuel Points, and Rebates, just as you do today.
- If you do not have a Rewards Card, they are available at the Customer Service desk of any Fred Meyer store.
- For more information, please visit <u>www.fredmeyer.com/communityrewards</u>.

ASD Statement of Nondiscrimination

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 statues, regulations, and executive orders adopted by Federal, State, and Municipal agencies.

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 114.1 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.