

HARASSMENT AND HAZING POLICIES/ REGULATION

2010 - 2011



4015 - Prohibiting Harassment and Violence

General Statement of Policy

Independent School District 709 (ISD 709) is committed to creating and maintaining a learning and working environment where all individuals are treated with respect and dignity. Every individual has the right to learn/work in an environment free of harassment and violence.

In this school district, harassment and violence - whether verbal, physical, or that which creates a hostile climate - is unacceptable and will not be tolerated. Harassment and violence are unlawful, hurt all people, and have no legitimate educational purpose. Any employee or student who engages in such conduct shall be disciplined as provided by law, district policies, and applicable labor agreements.

Therefore, it is the policy of ISD 709 to maintain a learning and working environment that is free of harassment and violence based on sex, sexual orientation, race/ethnicity, religion or religious practices, disability, and other forms of harassment as defined in this policy.

Harassment and violence based on sex, sexual orientation, race/ethnicity, and religious beliefs or practices are also forms of discrimination which violate either Section 703 of Title VII of the Civil Rights Act Of 1965, as amended, 42 U.S.C. Section 2000e, et seq. and or the Minnesota Human Rights Act, Minnesota Statute Sections 363.01 - 363.20 and may represent a criminal law violation.

Violence based on sex, sexual orientation, race/ethnicity, religious or disability is a physical act of aggression, intimidation, and/or degradation directed toward a person or group of persons because of their sex, sexual orientation, race/ethnicity, religion or religious practices, or disability.

It shall be a violation of this policy for any student or school personnel of ISD 709 to harass a pupil or other school personnel through conduct or communication of a sexual nature or regarding sexual orientation, race/ethnicity, religion, or religious practices, disability, and other forms of harassment as defined by this Policy and Policy 4015R. (For purposes of this policy, school personnel includes School Board members, administrators, teachers, school employees, agents, volunteers, contractors, or other persons subject to the supervision and control of ISD #709.)

It shall be a violation of this policy for any student or school personnel of ISD 709 to inflict, threaten to inflict, or attempt to inflict violence relating to sex, sexual orientation, race/ethnicity, religion or religious practices, disability or other forms of violence as defined by this policy upon any pupil or school personnel.

ISD 709 will act with reasonable diligence to investigate all complaints, either formal or informal, oral or written of improper actions or statements which may constitute sexual, sexual orientation, ethnic/racial, religious, disability, or other harassment or violence as defined in this Policy and Policy 4015R.

ISD 709 also reserves the right to investigate and discipline any student or employee for derogatory statements or conduct related to sex, sexual orientation, race/ethnicity, religion or religious practices, or disability, which do not constitute illegal harassment or violence on the aforementioned bases, but are nonetheless unacceptable.

For more detailed information on this policy, including definitions for terms used in this policy and the reporting procedures for this policy, please see Policy 4015R.

Adopted: 5-11-82 ISD 709
Revised: 6-10-86
 12-10-91
 10-19-93
 6-20-95
 2-15-00
 9-17-02

POLICY #4015R – PROHIBITING HARASSMENT & VIOLENCE

- I. Sexual, Sexual Orientation, Religious, Ethnic/Racial & Disability Harassment and Violence Defined:

- A. **Sexual Harassment:**

Definition. Sexual harassment consists of unwelcome sexual attention, unwelcome requests for sexual favors, unwelcome sexually motivated physical conduct, or other unwelcome verbal or physical conduct or communication of a sexual or gender biased nature when:

1. Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment or of obtaining an education, or of transacting business with ISD 709; or
2. Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment, education, or business with ISD 709; or
3. That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment, education, business with ISD 709, or creating an intimidating, hostile, or offensive employment, educational, or business environment.

This policy pertains to students and school district employees. It equally protects male and female students/employees from harassment - including when males sexually harass males or when females sexually harass females.

Sexual harassment may include but is not limited to the following behaviors:

1. Unwelcome verbal statements of a sexual nature;
 2. Intimidation by words or actions of a sexual nature;
 3. Unwelcome pressure for sexual activity;
 4. Unwelcome sexually motivated or inappropriate touching, patting, pinching, or other physical contact that does not meet the definition of sexual assault; other than necessary restraint of pupil(s) by school district employees to avoid physical harm to persons or property; or
 5. Unwelcome sexual behavior or words, including requests for sexual favors, accompanied by implied or overt threats concerning an individual's employment, business, or educational status; or
 6. Unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment, business, or educational status; or
 7. Distribution or display of pornographic or other inappropriate written materials, pictures, graffiti, or other graphics of a sexual or gender-based nature; or
 8. Unwelcome behavior or words directed at an individual because of gender, or self-identified gender; or
 9. Unwelcome behavior or words directed at an individual because of sexual experiences or perceived sexual experiences.
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B. Sexual Orientation Harassment:

Definition. Sexual orientation harassment consists of physical or verbal conduct relating to an individual's sexual orientation or perceived sexual orientation when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive work, business, or academic environment;
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work, business, or academic performance; or
3. Otherwise adversely affects an individual's employment, business, or academic opportunities.

C. Racial/Ethnic Harassment:

Definition. Racial/ethnic harassment consists of physical or verbal conduct relating to an individual's race or ethnicity when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive work, business, or academic environment;
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work, business, or academic performance; or
3. Otherwise adversely affects an individual's employment, business, or academic opportunities.

D. Religious Harassment:

Definition. Religious harassment consists of physical or verbal conduct which is related to an individual's religion or religious practices, when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive work, business, or academic environment;
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work, business, or academic performance; or
3. Otherwise adversely affects an individual's employment, business, or academic opportunities.

E. Disability Harassment:

Definition. Disability harassment consists of physical or verbal conduct which is related to an individual's disability when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive work, business, or academic environment;
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work, business, or academic performance; or
3. Otherwise adversely affects an individual's employment, business, or academic opportunities.

F. Other Forms of Harassment:

Definition. General harassment is defined as conduct of a derogatory nature directed towards an individual which is usually associated with, but not limited to, an individual's accent or language background, weight, height, status with regard to public assistance, gender, national origin, association with persons who are subjected to harassment based on the categories identified above, subordinate relationship (in class or on the work site), student to staff relationships, and peer to peer relationships, when the conduct (text messages, emails, blogs, Face Book, My Space, etc.):

1. Has the purpose or effect of creating an intimidating, hostile, or offensive work, business, or academic environment;
2. Has the purpose or effect of substantially or unreasonably interfering with an individual's work, business, or academic performance; or
3. Otherwise adversely affects an individual's employment, business, or academic opportunities.

The District reserves the right to investigate any complaint filed under this section on a case-by-case basis.

G. Sexual Violence:

Definition. Sexual violence is any sexual contact without consent. Sexual contact includes, but is not limited to, touching of party's primary genital area, groin, inner thigh, buttocks, or breast, including the clothing covering these areas, as well as, anal, vaginal, or oral penetration, with a body part or an object. Sexual violence includes contact between members of the same sex.

Consent is verbal active permission from both parties to engage in a particular sexual act without the presence of coercion, intimidation, physical force, or trickery. Consent is only applicable when there is a balance of power. Consent is not affected by a prior social relationship, nor is it contingent upon physical resistance to the act.

H. Sexual Orientation Violence:

Definition. Sexual orientation violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to sexual orientation.

I. Racial/Ethnic Violence:

Definition. Racial/ethnic violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, race or ethnicity.

J. Religious Violence:

Definition. Religious violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, religion or religious practices.

K. Disability Violence:

Definition. Disability violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, the person's disability.

L. Assault:

Definition. Assault is:

1. An act done with intent to cause fear in another of immediate bodily harm or death;
2. The intentional infliction of or attempt to inflict bodily harm upon another; or
3. The threat to do bodily harm to another with present ability to carry out the threat.

II. Retaliation

Retaliatory or intimidating conduct against any individual who has made a harassment or violence complaint or who has testified or assisted in any manner in an investigation is specifically prohibited. ISD 709 will investigate and, if appropriate, discipline or take appropriate action against any students or school district employees who retaliates against any person because the person:

1. Reports sexual, sexual orientation, racial/ethnic, religious, or disability harassment or violence;
2. Testifies, assists, or participates in an investigation or in a proceeding or hearing relating to harassment or violence;
3. Opposes a practice prohibited by this policy; or
4. Associates with people who are specifically protected by this policy. (Based on sex, sexual orientation, race/ethnicity, religion, or religious practices, disability.)

Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

III. Confidentiality

ISD 709 will respect the confidentiality of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with ISD 709's legal obligations to investigate, to take appropriate disciplinary action, and to comply with any discovery or disclosure obligations, including valid requests for data under the Minnesota Government Data Practices Act.

IV. Individuals Covered By This Policy

All teachers, paraprofessionals, coaches, administrators, contract employees, guest speakers, volunteers, maintenance or food service staff, independent contractors, community members participating in school activities, or any other school district employees, as well as current students are bound by this policy. This policy equally protects male and female students/employees from harassment or violence - including when males harass males or when females harass females.

V. Formal Complaint Procedures (In cases of sexual harassment/violence, and sexual orientation harassment/violence, please utilize specific protocol.)

Any person who believes they have been the victim of sexual, sexual orientation, ethnic/racial, religious, and/or disability harassment or violence by a pupil or other school district employees, or any person with knowledge or belief of conduct which may constitute sexual, sexual orientation, ethnic/racial, religious, or disability harassment or violence toward a pupil or other school district employee should report the alleged acts immediately to an appropriate ISD 709 official designated by this policy. Such persons are also

encouraged to seek corrective action by telling the individual instigating the harassment to stop. Any third person with knowledge or belief of conduct, which may constitute sexual, sexual orientation, ethnic/racial, religious, or disability harassment or violence should report the alleged acts to an appropriate ISD 709 official as designated by this policy. ISD 709 encourages the reporting party or complainant to use report form #4015 available in the ISD 709 Human Resources Department, school principals' office, school guidance department, and the District's website but oral reports shall be considered complaints as well. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a Human Resources Manager or to the Superintendent.

A. **Form of Complaint.** Complaints of harassment will be accepted verbally or in writing. Anonymous complaints will be accepted and investigated to the extent possible. Complaint forms (#4015) are available in the ISD 709 Human Resources Department, school principals' office, school guidance department and the District's website. A copy of the form can also be found in the student handbook. A report need not be made on an official form in order for the administration to accept it.

B. **Reporting the Complaint.**

1. A student, who believes they have been a victim of harassment or violence by any individual covered by this policy, may report the alleged harassing behavior to any school district employee.
2. Any person who believes they have been the victim of sexual, sexual orientation, ethnic/racial, or religious harassment or violence by a pupil or school district employee should report the alleged acts immediately to an appropriate ISD 709 official designated by this policy.
3. ISD 709 encourages the reporting party or complainant:
 - a. Whenever it is a safe or reasonable alternative, to first seek corrective action by telling the individual initiating the harassment to stop.
 - b. To use the report form #4015 available from the ISD 709 Human Resources Department, school principals' office, school guidance department or the District's website, but oral reports shall be considered complaints as well. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a Human Resources Manager or to the Superintendent.
4. The building principal is the person responsible for receiving oral or written reports of harassment or violence under this policy at the building level.
5. Any person with knowledge or belief of conduct which may constitute harassment or violence as defined in this policy should report the alleged acts immediately to an appropriate school district official designated by this policy.
6. Any ISD 709 employee who receives a report of harassment or violence under this policy is obligated to report the incident in writing to the building principal immediately.
7. If a complainant is uncomfortable bringing the report to the building principal, they may report directly to a Human Resources Manager or to the Superintendent.
8. Upon receipt of a complaint involving an ISD 709 employee, the building principal must notify a Human Resources Manager immediately. The principal may request, but may not insist upon a written complaint. A written statement of the alleged facts will be forwarded as soon as possible by the principal to a Human Resources Manager. If the complaint was given verbally, the principal shall personally reduce the report to written form and file it with a Human Resources Manager within 24 hours. Failure of the principal or other adult school district employee to forward any

harassment or violence report or complaint as provided herein may result in investigation and disciplinary action as appropriate.

9. If the report involves the building principal, it should be made or filed directly with the Superintendent or a Human Resources Manager.
10. Failure to act on a report involving school district employees will result in an investigation and disciplinary action as appropriate.

C. **Content of the Report.** A report of harassment or violence in violation of this policy shall include the following information, if known:

1. The name of the complainant,
2. A brief description of the offending behavior - including times, places, and names,
3. The name of or identifying information about the alleged perpetrator, and
4. The names or descriptions of any witnesses to the harassment or violence.

D. **Processing of Complaints.** The designated investigator for each report will have training, whether a member of building administration, a third party, a Human Resources Manager, or the Superintendent, is responsible for overseeing the processing of the harassment or violence complaint. The investigator shall conduct an investigation of the charges and attempt to resolve the matter in a timely fashion.

1. **Timing.** The investigator should make a decision about whether the harassment or violence reported can be substantiated as soon as possible. If the investigation exceeds 30 calendar days, the investigator must report the reason that the investigation has exceeded 30 days to a Human Resources Manager, and the Administrator may take over the investigation. If the Human Resources Manager was the initial investigator, the Human Resources Manager must report the reason that the investigation has exceeded 30 days to the Superintendent, and the Superintendent may take over the investigation. An impartial third party may also be appointed to complete the investigation if the 30 day limit is exceeded.
2. **Standard of Proof.** In determining whether the alleged conduct can be substantiated, the totality of the circumstances, the nature of the conduct, and the context in which the alleged conduct occurred will be investigated. Allegations of the harassment and violence will be evaluated using a preponderance of the evidence standard - meaning that prior to imposing any sanctions the investigator must conclude that it is more likely than not that the harassment or violence occurred.
3. **School District Action.** Based on results of the investigation, ISD 709 will take appropriate action. Such action will be taken in accordance with the Pupil Fair Dismissal Act, ISD 709 policies, any applicable collective bargaining agreements, and other state and federal laws. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge.
4. **Release of Data to the Complainant.** Consistent with the requirements of the Minnesota Government Data Practices Act, Minnesota Statute Section 13.01 et seq., the results of the school district's investigation will be made available to the complainant. The information provided to the complainant and the timing of the dissemination of information may be significantly limited by the requirements of the Minnesota Government Data Practices Act, and in certain circumstances, by the attorney-client privilege and/or the attorney-work product doctrine.
5. **Release of Data to the Subject of the Investigation and Others.** The release of data regarding a harassment or violence complaint, including data regarding the resultant investigation and ISD 709 action, shall be governed by the requirements of

the Minnesota Government Data Practices Act. In certain circumstances, the Government Data Practices Act may require the classification of the data as private and/or confidential. In certain circumstances, data may also be protected by the attorney-client privilege and/or may constitute attorney-work product.

When allegations of harassment are made against an employee, the employee does not have access to data that would identify the complainant or their witnesses if ISD 709 determines that the employee's access to the data would:

- (1) Threaten the personal safety of the complainant or witness; or
- (2) Subject the complainant or witness to harassment.

If the disciplinary proceeding is initiated against the employee, data on the complainant or witness shall be available to the employee as may be necessary to prepare for the proceeding.

6. **Appeals.** Either party involved in the report who is dissatisfied with the investigation or resolution of an allegation of harassment or violence may appeal in writing to a Human Resources Manager or the Superintendent within ten (10) days of receiving written notice of the outcome of the investigation.
7. **Submission of a Complaint or Report.** Submission of a good faith complaint or report of sexual, sexual orientation, racial/ethnic, religious, or disability harassment or violence by a student or school district employee will not affect the complainant or reporter's future employment, grades, access to educational or school activities or work assignments. ISD 709 does not tolerate retaliation as a result of the submission of a complaint or report.

VI. Non Exclusivity

The internal procedures and remedies outlined in this policy are not the only options available to a complainant. Participation in the school's procedure is not a prerequisite to pursuing other legal or governmental remedies. In other words, a complainant may use the school's grievance procedure and then, whether they obtain a satisfactory finding or not, may file a suit in court under any applicable federal, state, or local law. They also may forego the internal procedure and directly pursue legal or administrative remedies, or may pursue both internal and external remedies simultaneously. External avenues of recourse may include filing charges with the Minnesota Department of Human Rights, the Equal Employment Opportunity Commission, initiating civil action or seeking redress under state criminal statutes and/or federal law.

VII. Intent

The fact that someone did not intend to harass or commit an act of violence against an individual is generally not considered a defense to a complaint of harassment or violence. In most cases, the effects and characteristics of the behavior determine if that behavior constitutes harassment or violence.

VIII. Harassment Or Violence Abuse

Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, ISD 709 shall comply with mandatory reporting requirements under Minnesota Statute Section 626.556, Reporting of Maltreatment of Minors. The statutes can be found on the Internet at <http://www.revisor.leg.state.mn.us/>.

Nothing in this policy will prohibit ISD 709 from taking immediate action to protect victims of alleged sexual, sexual orientation, racial/ethnic, religion or religious practices, or disability harassment, violence or abuse.

IX. Dissemination Of Policy And Training

This policy will be distributed to all students and volunteers and to all employees, administrators, and independent contractors at the time of entering into the person's employment contract.

- A. This policy, or a summary of this policy, shall be conspicuously posted throughout each school building in areas accessible to pupils and staff members. ISD 709 shall conspicuously post the Human Resources and Harassment and Violence Prevention Specialist contact information, including mailing address and telephone number in each ISD 709 school building.
- B. This policy shall be made available in the ISD 709 Human Resources Department, school principals' office, school guidance department, and the District's website.
- C. This policy shall appear in the student handbook.
- D. All ISD 709 employees and students who subsequently become part of the educational community shall be informed of this policy during their orientation.

All non-student recipients of this policy, now or in the future, shall be required to sign an acknowledgment form indicating that they have read this policy, understand it, and agree to abide by it.

- E. Each administrator shall be responsible for promoting understanding and acceptance, monitoring of, and compliance with state and federal laws, board policies, and procedures governing harassment and violence in his or her building.
- F. ISD 709 will provide policy training, including discussions of this policy with students and school district employees.
- G. This policy shall be reviewed at least annually for compliance with state and federal law.

Approved: 04/17/90 ISD 709

Revised:

10/1993
06/20/95
02/15/00
07/16/02
08/20/02
09/17/02
06/16/09



INDEPENDENT SCHOOL DISTRICT 709
HARASSMENT COMPLAINT FORM



Name of Person Filing Complaint (Complainant): _____

Address: _____

Telephone: _____ (Home) _____ (School/Work Location)

Status of Person Filing the Complaint: [] Student [] Employee [] Parent [] Other _____ (Specify)

Type of Complaint: [] Religious [] Racial [] Sexual [] Other (Bullying/Intimidation/Assault)

Check One: [] Harassment [] Violence

Name of Person You Are Reporting (Respondent): _____

Status of Person You Are Reporting: [] Student [] Employee [] Parent [] Other _____ (Specify)

Statement of Complaint (Include type of harassment/violence, who was involved in the specific incidents in which it occurred, names of witnesses, etc.): _____

(Continue on reverse side or attach pages as needed)

I UNDERSTAND THAT IN ACCORDANCE WITH DISTRICT POLICY #4015, INDEPENDENT SCHOOL DISTRICT 709 WILL ADDRESS THIS COMPLAINT.

Signature of Complainant: _____ Date: _____

Signature of Person Receiving The Complaint: _____ Date Received: _____

Printed Name of Person Receiving The Complaint: _____

Name of Building Administrator (if different from person receiving initial complaint): _____

[] Original to Human Resources Date Distributed: _____ (Human Resources will distribute a copy to the District's Harassment/Violence Prevention Specialist)

Copies Distributed To: [] Building Administrator Date Distributed: _____



5083 - Hazing Prohibition

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.
- B. No teacher, administrator, volunteer, contractor or other employee of the school district shall permit, condone or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. This policy applies to behavior that occurs on or off school property and during and after school hours.
- E. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- F. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

- A. "Hazing" means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
 - 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 - 5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
- B. "Student organization" means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities

or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

IV. **REPORTING PROCEDURES**

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- B. The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to a school district human rights officer or to the superintendent.
- C. Teachers, administrators, volunteers, contractors and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

V. **SCHOOL DISTRICT ACTION**

- A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act, school district policies and regulations.

VI. **REPRISAL**

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

VII. **DISSEMINATION OF POLICY**

This policy shall appear in each school's student handbook and in each school's Building and Staff handbooks.

Legal References: Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. § 121A.40 to 121A.56 (Pupil Fair Dismissal Act)

Adopted: 7-18-2000

