



## MEMO

**TO:** Jon Ritchie, Dean Oborn, Doug Hurst, Janis Christensen,  
Jan Burrell, Paul Widdison, Bruce Jardine  
Superintendent Stephens

**FROM:** Jamie Ellis

**DATE:** April 29, 2021

**SUBJECT:** 2<sup>nd</sup> Reading of Revised Policy 4120

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Last month we introduced Revised Policy 4120 on a first reading. To remind you, we are updating the policy regarding discrimination and harassment, prohibited by the Civil Rights laws of 1964 (and their subsequent amendments) and Title IX. The revised policy separates conduct that is considered discrimination and conduct that is considered harassment, provides specific examples of each, and procedures for administrators when they receive a complaint of discrimination or harassment. The current policy does not include procedures for discrimination or harassment on the basis of race, color, or national origin, and it does not separate out discrimination from harassment. This policy also references our new Title IX Sexual Harassment Policy (Policy 4121) and describes when Policy 4121 applies versus Policy 4120. We ask the board to accept this policy on a 2<sup>nd</sup> reading.