

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 6, 2023

**NUMBER:** 23-119

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP  
4119.12/4219.12/4319.12,  
Personnel, All Personnel –  
Harassment; First Reading

**STRATEGIC PLAN/BOARD GOAL:**

Improve Stakeholder Communication.

**ABSTRACT:**

Board policy revisions require Board approval.

**ISSUE:**

At issue is to approve the first reading of the proposed revisions to BP 4119.12/4219.12/4319.12, Personnel, All Personnel – Harassment and open for public comments.

**BACKGROUND AND/OR PERTINENT INFORMATION:**

The Superintendent/designee presents drafts or suggestions for board policy revisions when changes in law occur or when specific need occurs. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 4119.12/4219.12/4319.12, Personnel, All Personnel – Harassment.

The Board Policy Committee reviewed the proposed changes, recommends approval and to open for public comments.

**ALTERNATIVES:**

1. Approve the first reading to the proposed revisions to BP 4119.12/4219.12/4319.12, Personnel, All Personnel – Harassment as presented and open for public comments;
2. Do not approve first reading to the proposed revisions to BP 4119.12/4219.12/4319.12 as presented;
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the first reading to the proposed revisions to BP 4119.12/4219.12/4319.12, Personnel, All Personnel – Harassment as presented and open for public comments.

## **BP 4119.12/4219.12/4319.12 - ALL PERSONNEL - HARASSMENT**

The School Board recognizes that harassment can cause embarrassment, feelings of powerlessness, loss of self-confidence, reduced ability to perform school work, and increased absenteeism or tardiness. The School Board shall not tolerate the harassment of any student by any other student or district employee. Any student or employee who is found guilty of harassment shall be subject to disciplinary action up to and including suspension or termination.

Harassment means intimidation by threats of or actual physical violence; the creation by whatever means of a climate of hostility or intimidation; or the use of language, conduct, or symbols in such a manner as to convey hatred, contempt, or prejudice or to have the effect of insulting or stigmatizing an individual. Harassment includes, but is not limited to, harassment on the basis of race, sex, creed, color, national origin, religion, marital status, or disability.

(cf. 5131.43 – 5145.7 Sexual Harassment, intimidation and bullying)

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4119.11 – Sexual Harassment)

(cf. 4119.21 – Code of Ethics)

To promote an environment free of harassment, the principal administrator or designee shall take appropriate actions such as removing vulgar or offending graffiti, establishing site rules, and providing staff inservice or student instruction and counseling. Principal Administrators shall discuss this policy with their employees and shall assure them that they need not endure any form of harassment.

The School Board encourages students or staff to immediately report incidences of harassment to the principal administrator or designee. The Superintendent or designee shall promptly investigate each complaint of harassment in a way that ensures the privacy of all parties concerned. In no case shall the student or staff member be required to resolve the complaint directly with the offending person.

Notice of this policy will be circulated to all district schools and departments and incorporated in teacher and student handbooks.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 1312.3 - Complaints Concerning Discrimination)

(cf. 4030 - Nondiscrimination in employment)

(cf. 5141.42 - Professional Boundaries for staff and students)

Legal References:

ALASKA STATUTES

[AS 14.18.010 - 14.18.100](#) *Prohibition Against Sex and Race Discrimination*

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.500 - 4 AAC 06.600](#) *Prohibition of Gender or Race Discrimination*

TITLE UNITED STATES CODE

~~Title VI, CIVIL RIGHTS ACT OF *Civil Rights Act of* 1964~~

~~TITLE Title IX, EDUCATION AMENDMENTS OF *Education Amendments of* 1972~~

~~INDIVIDUALS WITH DISABILITIES EDUCATION ACT OF 1975~~

~~AMERICANS WITH DISABILITIES ACT OF 1990~~

~~*Individuals with Disabilities Education Act*~~

~~*Americans with Disabilities Act*~~

*Revised: (Date of Revision)*

*Adopted: June 09, 2004*

**Northwest Arctic Borough School District**