



CROSBY INDEPENDENT SCHOOL DISTRICT

14670 FM 2100 CROSBY, TEXAS 77532

281-328-9200

Proposed (LOCAL) Policy Changes

AEA (Local) Educational Philosophy: Education Equity, Racial and Ethnic Equity Policy

Remove this policy.

BQA (Local) Planning and Decision-Making Process: District-Level

District-Level Committee

Community Members: The committee shall include at least two community members selected by a process that provides for adequate representation of the community's ~~diversity~~.

Business Representatives: The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's ~~diversity~~.

BQB (Local) Planning and Decision-Making Process: Campus-Level

Campus Site-Based Decision-Making Committee

Community Members: The committee shall include at least two community members selected by a process that provides for adequate representation of the community's ~~diversity~~.

Business Representatives: The committee shall include at least two business representatives selected by a process that provides for adequate representation of the community's ~~diversity~~.

BJA (Local) Superintendent: Qualifications and Duties

Educational Leadership

To provide leadership and direction for the development of an educational system that is based on the needs of students, on standards of excellence and ~~equity~~, and on community goals, the Superintendent shall:

Oversee a discipline management program and monitor for equity and effectiveness.

DIA (Local) Local Governance: Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation

Discrimination

Discrimination against an employee is defined as conduct directed at an employee on the basis of race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law, that adversely affects the employee's employment.

~~In accordance with law, discrimination on the basis of sex includes discrimination on the basis of biological sex, gender identity, sexual orientation, gender stereotypes, or any other prohibited basis related to sex.~~

FFH (Local) Student Welfare: Freedom from Discrimination, Harassment, and Retaliation

Gender-Based Harassment

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, ~~the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity.~~ For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Examples of gender-based harassment directed against a student, ~~regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity,~~ may include offensive jokes, name-calling, slurs, or rumors; cyberharassment; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.