

## ALL PERSONNEL

BP 4119.12(a)

### 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.

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 – 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 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. Principals 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 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 Reference (see next page):*

## **ALL PERSONNEL**

BP 4119.12(b)

## **HARASSMENT**

### *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 VI, CIVIL RIGHTS ACT OF 1964

#### TITLE IX, EDUCATION AMENDMENTS OF 1972

#### INDIVIDUALS WITH DISABILITIES EDUCATION ACT

#### AMERICANS WITH DISABILITIES ACT

*Revised 10/2021*