

## **4015 - Prohibiting Harassment and Violence, and Bullying**

### 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 and bullying.

In this school district, harassment, and violence and bullying - whether verbal, physical, or cyber that which creates a hostile climate - is unacceptable and will not be tolerated. Harassment, and violence and bullying 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 work and learning environment that is free of harassment, and violence and bullying based on sex, sexual orientation, race/ethnicity, religion or religious practices, disability, and other forms of harassment as defined in this policy.

Harassment 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.

Bullying based on the threat of intentionally hurting another person physically or psychologically or participating in or conspiring with others to engage in acts that injure, degrade, or disgrace other individuals, including, but not limited to the use of technology is prohibited and violates Minn. Statute Sections 121A.0695

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 take action to investigate, respond, remediate and discipline 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, ~~and~~ violence ~~and bullying~~ as defined in this Policy and Policy 4015R. Furthermore, ISD 709 intends to provide support for students identified as the victims of these acts in compliance with Minn. Statute Sections 121A.0695

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~~ does not constitute harassment, ~~and~~ violence ~~and bullying~~ 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.

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