PERSONNEL

MISCELLANEOUS HARASSMENT, VIOLENCE AND DISCRIMINATION
STANDARDS OF BEHAVIOR FOR STAFF AND STUDENTS

Each year the School Board affirms to state and federal authorities its intent to provide equal opportunity in its programs, practices and policies regardless of race, color, creed, religion, national origin, sex, sexual orientation, sexual identity, martial status, status with regard to public assistance or disability. Therefore, it is the policy of School District No. 31 to maintain a learning and working environment that is free from any form of discrimination, violence or harassment.

Bemidji School District No. 31 recognizes that regardless of intent, harassment, violence and discrimination in any form has the capacity of substantially harming both the individuals to whom it is addressed and the educational community as a whole. Whenever the behavior creates a hostile or intimidating work or learning environment, it will be investigated.

Harassment, violence and discrimination can take the form of racial and ethnic remarks as well as remarks about gender, religion or disability. Besides derogatory remarks or violent behavior, this form of harassment can also be pictures or gestures directed to individual group(s).

Students or staff who have been subjected to the above may file a formal grievance with the Human Rights Officer of the school district or with their supervisor. A grievance against the Human Rights Officer should be filed with the Superintendent of Schools and a grievance against the Superintendent of Schools may be filed with the Chairperson of the School Board.

The district will thoroughly investigate the complaint and will protect the rights of all parties to the complaint.

Students or staff who, while acting within the scope of their employment, violate this policy will be subject to appropriate disciplinary action. Supervisors who fail to take prompt action to discipline staff who have been found guilty of inappropriate behavior shall be subject to the discipline process.