



MEMO

TO: Jon Ritchie, Dean Oborn, Doug Hurst, Janis Christensen,
Jan Burrell, Paul Widdison, Bruce Jardine
Superintendent Stephens

FROM: Jamie Ellis

DATE: March 29, 2021

SUBJECT: Revised Policy 4120

We are updating Policy 4120. This Policy outlines the District's policies regarding discrimination and harassment under the Civil Rights laws of 1964 (and their subsequent amendments) and Title IX prohibiting discrimination on the basis of race, color, national origin, sex, and disability. The revised policy separates conduct that is considered discrimination and conduct that is considered harassment, provides specific examples of each, and procedures for administrators when they receive a complaint of discrimination or harassment. The current policy does not include procedures for discrimination or harassment on the basis of race, color, or national origin, and it does not separate out discrimination from harassment. This policy also references our new Title IX Sexual Harassment Policy (Policy 4121) and describes when Policy 4121 applies versus Policy 4120.