

## Regular Meeting

Thursday, September 24, 2020 6:00 PM  
@northwascoschools

1. **Call Meeting to Order and Pledge of Allegiance**  
- John Nelson, Chair
2. **District Mission / Vision Statement**
3. **Comments from the Audience about Non Agenda Items**
4. **Consent Agenda**
  - a. School Board Meeting Minutes from previous meeting
  - b. Personnel Report
5. **Board Action Calendar - Review**
6. **Board Discussion around Legislative Advocacy**
7. **School Board Sub Committee Reports**
8. **New Business Discussion / Action:**
  - a. Presentations / Reports:
    1. Superintendent's Report
    2. Chief Financial Officer's Report
      - a. Financial Statements:
      - b. Student Enrollment:
    3. Board Attorney's Report
  9. Discussion / Action Items:
10. 1st Reading on School Board Policies (informational only):
11. 2nd Reading / Adoption on School Board Policies (action required):
12. Informational Only:
13. **Adjourn the Regular School Board Meeting**

Date Received	Form (email or US mail)	Name	Public Comment – School Board Meeting
9.18.20	Email	Bradley Durso	<p>I submit for public comment that we should consider renaming CWES in light of the fact that Colonel Wright committed atrocities against the indigenous population of this area, and sends a poor message to students. While I offer no particular name in replacement, surely we could find a worthy replacement.</p> <p>Best Regards, Brad D'Urso</p>
9.18.20	email	Courtney Berens	<p>I am writing to request the name change of Colonel Wright Elementary School in The Dalles, OR. Let's put an end to the legacy of systemic racism and genocide of our indigenous peoples of the Gorge and our planet.</p>
9.18.20	email	Jocie Konoske	<p>My niece attends Colonel Wright. I was shocked to learn more about the man Colonel Wright and his atrocities against the native people of the Columbia River Gorge. I firmly believe that this name should be changed immediately.</p> <p>I'm sure this will be a hot-button issue in the community but the fact is that glorifying someone who committed large-scale violence against Native Americans is harmful. You don't see any "Adolf Hitler Elementary Schools" do you?</p> <p>There is no reason in 2020 to continue to exalt racists and murderers. We ALL know better.</p> <p>A new name would be a small but positive step towards larger progress on racial issues that affect the nation. Change starts at home!</p> <p>There is a long list of upstanding Oregonians that would more than deserve a school named after them.</p> <p>-Jocie K Carson, WA</p>
9.18.20	email	Rosie Strange Gorge Liberation Movement	<p>Hi, here is my public statement for the upcoming board meeting. Thank you.</p> <p>My name is Rosie Strange. I am a community member of Wasco county. I would like to comment on Coronel Wright Elementary School's name. Located at 610 West 14th Street in The Dalles is the Colonel Wright Elementary School. Colonel George Wright was an officer in the United States Army.</p>

			<p>On September 9th, 1858, he and his men, in order to subdue the Palouse Indians, slaughtered some 800 horses, destroying the tribes' economy and insuring tribal starvation the following winter. On the 25th of that month the Yakima warrior Qualchin went to him with a white flag of surrender. Without charges or a trial the colonel immediately hanged him. He misappropriated government funds to the sum of \$90,000 dollars (that is 1858 dollars) to build himself a two story mansion complete with a fireplace in every room. He referred to it as the "Luxury Resort of the Oregon Territories." In the summer of 1858, Colonel Wright gathered the Klickitat, Wasco, and Walla Walla tribes to be escorted to the reservation at Warm Springs. On arrival, he selected four Walla Walla men at random and had them hanged without charges or a trial just to assert his authority over the tribes. Colonel Wright perpetuated a policy of ethnic cleansing, environmental destruction and mass murder to claim his place in history.</p> <p>Why do we have a community school with this man's name on it?</p> <p>Now is the time for this to change!!</p> <p>I ask The Gorge COMMUNITY to join me in asking the Northern Wasco County School District's school board to change this name.</p> <p>I personally would appreciate having this school's name relate to our community's rich indigenous history and change this legacy to something that can heal our community rather than perpetuate the violence that they experienced.</p> <p>As an indigenous person, I am a tribal member of Warm Springs and Yakama, as well as Paiute and Celilo. I would love to suggest the name Celilo Wyam School. There would be something beautifully symbolic about naming the school after a place that had been filled with water and left to die, and instead took over the name of the school that was once named for an indigenous genocidal warlord. The resilience of our people has persisted to get this name changed! We are our ancestors' wildest dreams. Indigenous students deserve representation. Thank you.</p>
9.18.20	email	Monica Joy	<p>In regards to the issue of the whether or not to consider changing the name of Colonel Wright Elementary, I would like to add my name to the list of community members in favor of changing the name.</p> <p>With such a diverse community, honoring someone who took the lives of our children's ancestors, is in essence, no different than celebrating the deaths of said ancestors.</p>

			<p>As our community continues to grow and learn from its past, it would be incredibly beneficial to use this name change as a tool for learning as well. History does not need to be honored in order to learn from it, and neither does it have to be erased with a name change.</p> <p>Instead, our community has an opportunity to evolve, and prove to our children, and their future children, that we are all inclusive and willing to learn from the mistakes of our ancestors.</p> <p>I hope you take my thoughts, as well as the thoughts of other community members in favor of a name change, into consideration when addressing this issue at your next board meeting.</p> <p>Thank you for your time, Monica Joy.</p>
9.18.20	email	Max Maduro	<p>Board of Directors,</p> <p>Names are powerful. They are often the initial piece of a first impression. They represent what they reference and inspire people to learn about the name's origin.</p> <p>When I see the name Colonel Wright Elementary School, I immediately think of the other places I have lived or visited with infrastructure named after military personnel. Places where an ends justifies the means philosophy is revered and history only tells one side of the story.</p> <p>It saddens me to see a place of learning named after a person whose story has parts so gruesome, that many would considered it unsuitable for its students. People do things that hurt others, and teaching children that it's a way to get their name etched in history across buildings and city streets is the last thing that I would like them to learn, not the first.</p> <p>Learning is important, but applying that knowledge is essential. As you grow to understand the impact that infrastructure names have on the community, I ask that you consider what message is being sent by this name, and how you can apply what you've learned.</p> <p>Please consider changing the name of the school to something with a story that inspires children to learn to help the people around them rather than strive for the spoils of war.</p> <p>Regards, Max</p>

9.19.20	email	Pat Rhiannon Griffith	After reading about his murderous and inhumane deeds, I fully support changing the name of the elementary school. I like The Dalles Elementary School. I definitely don't think little kids need to see a man like that being celebrated.
9.19.20	email	Shane Bisbing	<p>As a member of this community, I believe that we should rename Colonel Wright Elementary School.</p> <p>After learning the murderous atrocities that Colonel Wright committed to indigenous people, I believe that he is undeserving of having a school's name memorialized in his honor. I have heard members around the community say that this would "be erasing history". I think there is a difference between erasing history and choosing to no longer celebrate it, by choosing to continue naming a school after him.</p> <p>The reason for my beliefs is due to the fact that I had to be educated, to learn of his atrocities, by an indigenous member of the community as to who Colonel Wright truly was. The history that some people are afraid of being erased, isn't being taught!</p> <p>Let's take this chance in 2020, to recognize the mistakes in our past, learn from them, and to not idolize transgressors by naming schools after them. Let's take this chance in 2020 to educate true history and to celebrate the indigenous people of the land that we stole from them.</p> <p>I believe we should rename Colonel Wright Elementary School to something that honors the local indigenous people, and not a xenophobic murderous individual. Please consider this in a timely manner.</p> <p>Truly, Shane Bisbing, a concerned citizen</p>
9.19.20	email	CJ Toole	As a long standing resident of The Dalles I just wanted to express my support for a name change for Colonel Wright Elementary. I have often wondered why the school had this name, as the history of Colonel Wright, is not one to be proud of. It's past time to fix this mistake.
9.21.20	email	Florence Hearn	Renaming the school. The other 2 elementary schools are named of Street or location names (Chenoweth Elementary, Dry Hollow Elementary - so my suggestion is "Trevitt Bridge Elementary " or "Fort Dalles Elementary . . Thank you Florence Hearn

9.21.20	email	Jaime Paiser	<p>Thank you for taking my comment. I have had children attend the school and was displeased when I found out the history regarding the local Indigenous people and Wright. He murdered many innocent people on or around the grounds of the current school. He ought not to have a school named after him. I have spoken with local Tribal members regarding Wright and they have expressed familial generational pain surrounding this man. I feel that continuing to revere this man with what should be an honor is not conducive to the type of inclusive and positive community we aim to have. I propose the name to be changed to something that honors the region and it's Indigenous inhabitants.</p> <p>Thank you, Jaime Paiser</p>
9.21.20	email	Jeff Stewart	<p>Jose Aparicio, David Jones, Solea Kabakov, John Nelson, Dawn Rasmussen, Michael Sullivan, Rebecca Thislethwait,</p> <p>Honorable members of the school board: I grew up in The Dalles. Some of you may know me. Some of you may know my parents, Joe and Sharon Stewart, who still live in The Dalles. I appreciated the schooling from TD District 12 I received that prepared me for my career, for appearances on a game show, and for life. I love to return to The Dalles. The Dalles is and always will be my home despite the distance of years and miles.</p> <p>I learned recently of the disturbing history of Colonel Wright the man. If the history is accurate, he was party to multiple murders of randomly chosen native Americans. I love history. If we can honor those from the history of The Dalles with names held in remembrance, it should be the best of us not those who committed murder outside the laws of war and God.</p> <p>Our history is held dear by us all. Yet as we learn history we realize that, at times, those honored fell so far short of honorable lives that others more worthy of honor should be so honored. This is especially true of a school.</p> <p>Three names from the history of The Dalles appear worthy of our honor to name a school:</p> <ul style="list-style-type: none"> <li>- Meriwether Lewis, the scientist and explorer.</li> <li>- Sacajawea, the native American who interpreted for Lewis and Clark and gave birth on the journey so has additional ties to children and can be an example of an accomplished woman to inspire our children, especially our girls.</li> <li>- Harold L. Davis, a resident of The Dalles and the only winner of the Pulitzer Prize in fiction in Oregon history.</li> </ul>

			<p>There are likely others associated with The Dalles being nominated to be honored by naming an elementary school after them. I think we may all be able to agree that if we had never heard of Colonel George Wright, his name would not have been considered as worthy of nomination once his crimes against humanity were revealed. So whatever name you ultimately choose to honor--and knowing my home town, there will be those with strong feelings--Wright's should not be considered.</p> <p>Sincerely,</p> <p>Jeff Stewart  TDHS class of 1990  Cary, NC</p>
9.23.20	email	Cheryl Stampflee	<p>To whom it may concern,</p> <p>My name is Cheryl Stampflee and I am a taxpayer of Wasco County.</p> <p>I love Wasco County and the Gorge. The cultural history is inspiring. History of our community and country needs to be taught to our children. It's the past history that has gained us the very freedoms we all enjoy in our country. If History is not being taught, how will future generations understand and appreciate what they have, and what History to continue teaching? Has any war been pretty? No. Did innocent people die? Yes. We have innocent brave soldiers that die every day for our freedoms. This has been happening for decades. No matter how ugly history is and how many innocent people getting killed or murdered, we end up learning from. A statute or a name is to keep us remembering and never forget as a nation just how far we have come and the individuals struggles that both sides endured.</p> <p>Which brings me to the core of my public comment. The name changing of the school, Colonel Wright Elementary School, I am asking the school board members to please answer a few questions for myself and other parents or tax payers in Wasco County.</p> <ol style="list-style-type: none"> <li>1. Is or has the current school name having or had any detrimental impact on the students education currently or past students? If so, please provide valid factual proof of these impacts to all community school tax payers? I must clarify, personal opinions do not count.</li> <li>2. How can the board assure their decision would be unbiased to community school tax payers?</li> </ol> <p>There are a few board members who have publically been open, commenting on an individuals posts who has personally verbally attacked me, and implied that they would get violent. Also, has self</p>

			<p>proclaimed they are Antifa. I have factual live stream video of this incident and photos that will verify my asking if needed. Your duty as elected officials is to be unbiased. As public elected school board members if you have no concerns about publically posting your personal opinions online, than we the tax payers have every right to question this for clarification.</p> <p>3. Why now? Given our current state in our county, and country why is changing the name even up for discussion? This school has had it's name for decades having MANY, MANY students attend receiving an education that allowed them to continue on and graduate. Then, become adults who are contributing to their communities. Thus, showing the name has had no bearing on the education received whether history has been butterflies and rainbows or intolerable and gruesome.</p> <p>My final statement to the board is this, WAIT! There are so many other important issues that are directly impacting our children's learning currently. These things such as, figuring out a way to get services to those children who are on IEPs or 504. They are being set up for failure with distance learning and no extra supports, as one example. Another example is support for single parents who have to work and can't stay home to ensure the work is being done.</p> <p>It is a bit alarming to me personally seeing a board member, commenting publically about getting this brought up to other board members, on the individuals post that I had mentioned in question 2. Which, leads me to legitimately ask, is this schools name truly impacting learning or is this name change more of a personal agenda? If it's personal and not impacting students learning then it TRULY has no business even being discussed at this point in time.</p> <p>Thank you for your time. Sincerely, Cheryl Stampflee</p>
9.23.20	email	Tom Conklin	<p><u>Topic: Change the name of Colonel George Wright Elementary</u></p> <p>To Begin: I'd like to thank each one of you for the time you invest for the BEST of our school district...There is a CW document, (historical fun booklet read) being sent to you this week.</p> <p>I am writing to you, D21 Board Members dealing on the topic of Changing the name of Colonel Wright (CW) elementary School... several years ago, one particular (from Hood River) posed the same question in the Chronicle. This led me to dig into that persons issue about MY community school....I have learned much in my hunt to learn about Colonel Wright.</p>

As a long time citizen (26 years) and having all three of my kids passing through CW, I am strongly opposing this suggestion of changing the name of Colonel Wright Elementary.

It is no secret that misinformation abounds today, in fact I found the recent local newspaper quite biased in it's leanings on this issue.....To find the real truth, one has to dig, then dig again, to pare away the MISinformation/impressions..... to get to the best representation of the truth. Aldus Huxley (Brave New World) stated that (paraphrase) "one's report of an event is tilted to some degree, from the actual event."

If this CHANGING of the CW name is rooted in politics....then we need to stop and not get caught into this **2020 CHAOS**... ! It is an attempt to take advantage of the current tide of the 2020 CHAOS. It's like a tattoo.... "Lifetime reminder of a temporary feelings", Jimmy Buffet, or better yet, Samuel Clemmons: "A Tattoo is a lifetime reminder of momentary insanity"

If you want some succinct history, from a unbiased (in my review of materials) historian Dr. Carl P. Schilcke, who was a retired surgeon from the University of Washington, in his book, General George Wright, Guardian of the Pacific Coast, Dr, Schilcke cited John W. Robinson Early historian:

"Many people in California remembered him (Colonel Wright) as a mild mannered old gentleman, not in the least impressive but loved and respected by those who served under him.....YET no one questioned his leadership ability or his courage...He had a will of iron under his frail hide. He was implacable to political pressure and unafraid to lay his career on the line in defense of what he thought was right.." (pg. 325)

These are the type of comments and references made about The Military Man, Colonel Wright.....Let's go back to that time in the young west...1822-1865....

Much attentions has been focused on the brief but tragic campaign in which several sons/braves of the Tribal chiefs, rebelled and continued to kill settlers and elude the army.....It resulted in the killing of many horses and winters grain and the hanging of 16 war criminals.....If one were to delve into the climate of that time,,,this was the end results of many negotiations and attempts at continued peace,,,but these 16 refused and made choices. For that single incident of history, Colonel Wright is in disrepute...1858... Those looking to shame his name, are ignorant of his service to the U.S. military. He was a decorated leader in battles from the east coast, to the southwest, along with General Grant, to ultimately being assigned Commander of the Department of the Pacific. Imagine the expanse of that command?

Much, if not all attention has been focused on that brief, controversial period in Wright's career but little has been paraded about the rest of his long service to our country. He was commander in charge of the rapidly expanding frontier, he governed the fur trading in the Northwest, he had to govern the passing of travelers on the Santa Fe. Trail. It was his duty to govern the gold rush days in northern CA. and the vast numbers of Oregon trail travelers.

Does anyone know, that the Indian War of 1858, that which involved those 16, was an escalation that was stirred up during Colonel Wright's subordinate, Major Edward J. Steptoe. It's known as the STEPTOE DISASTER. As I have stated above, Wright was Commander of the entire Pacific Coast. This disaster, caused by Steptoe, became a raging "FIRE" That had to be dealt with...WAR is unfortunate for any side.

George Wright always wished to have been involved with the Civil War, but his superiors needed him on the West coast due to his military temperament. Ultimately, he and his wife died in a shipwreck, on the Northern Coast of California when they were planning to return to the Northwest in 1865

Now let's look at the local history of CW.. do you know how much history is here in The Dalles, because of Colonel Wright.....? I would love to recount the recorded and unrecorded acts of kindness that he poured out in the area to make peace..... Colonel Wright was charged with calming the land (near Spokane, Four lakes War) and that act is being lionized in today's elementary school name change, in my opinion.....

*"Wright's most important contribution was his service during he Civil War, as commander of the vast Department of the Pacific, which included all of the territory west of the Rocky Mountains from the Canadian to the Mexican border. Finally, at the end of the war he lost his life.....By placing Wright's life and service to his country in perspective, Dr. Schlicke gives due credit to a man who played a major role in the development of the West."*

Did you ever think beyond this, that Colonel Wright was the name selected for the school, that would be honor for nearly 100 years? Where is the 1822-1925 context for those few disgruntled persons?

What are the intents of someone wanting to erase the history of what this American Military HERO provided for American. Of course, we are human beings and our mistakes are many.... But we as human beings also have the ability to extend GRACE for decisions whether agree or not agree. To put on the SOCIAL climate of today back in Colonel Wrights time is a supreme lack of wisdom, grace and a willful intent to destroy America! It's time for this period of 2020 CHAOS to stop at our borders here in The Dalles. If we continue down this path,,,when does it end...? Dry Hollow Vikings?. Lewis and Clark/Sacagawea, CW Pioneers , Wahtonka, etc. etc. Make a stand against this CHAOS.

American history is ALL of our history..... No one group has the right to eliminate my history or yours... History is our guide for a better future...to attempt to erase history is negligent and unwise.

“Colonel Wright is a valuable part of THE DALLES history, in name and structure. It is our history. What do we become when a person or group attempts to erase our history?

Do you enjoy what the Northwest has become for you and your family? How do you think it became such? Again, do not allow the context of 2020 Chaos reach in and eliminate our history. If one is attempting to produce a perfect civilization with only a perfect past....good luck with that.

The Chaos of 2020 has reached our doorsteps.....Make a stand and please continue to preserve the rich history of The Dalles..... The chaos is choosing the D21 School board door to enter and disrupt with its agenda. Disintegrationists are attempting to deconstructing our great country, town by town, history by history.

*“History is not there for you to like or dislike. It is there for you to learn from. If it offends you, even better because the you are less likely to repeat it. It’s not yours to erase. It belongs to all of us.  
“Conchuir O Dulachain”*

*Additional Video: PragerU -Rioters Destroying Statues  
PragerU-George Washington- Must watch*

Please feel free to contact me if you have any questions or follow up,  
Thank you for what you do,  
Tom Conklin

## North Wasco County School District

Human Resource Office • Brian Schimel - Director  
3632 West 10th Street • The Dalles, Oregon 97058 • (541) 506-3420

### PERSONNEL CHANGES AND VACANCIES School Board Meeting – September 24, 2020 *Current as of – September 17, 2020*

*Reference ORS 332.505 (2b) A District Board may employ personnel, including teachers and administrators, necessary to carry out the duties and powers of the board and fix the duties, terms and conditions of employment and the compensation.*

#### Licensed Staff – New Hires

NAME	POSITION	BUILDING	COMMENTS
Zane Chitwood	SS Teacher	TDMS	Began August 25, 2020
Destin Ramsey	4th Grade Teacher	CWE	Began August 25, 2020
Abigail Timmons	1 <sup>st</sup> Grade Teacher	TCWE	Began August 25, 2020
Andrea LaLonde	4 <sup>th</sup> Grade Teacher	CES	Began August 31, 2020
Gina Furth	Special Ed-LTCT Teacher	Wahtonka Campus	Began September 14, 2020

#### Licensed Staff – Internal Transfer and or Hires

NAME	CURRENT BUILDING AND ASSIGNMENT	NEW BUILDING AND ASSIGNMENT
N/A		

#### Licensed Staff – Resignation/Retirements/Separation of Employment

NAME	POSITION	BUILDING	COMMENTS
N/A			

#### Licensed Staff– Request for Leave of Absence

NAME	POSITION	BUILDING	COMMENTS
N/A			

#### Administrative Staff – New Hires

NAME	POSITION	BUILDING	COMMENTS
N/A			

*Please Note: The following information regarding ESP employment is presented to the Board for purposes of (Information Only) and requires no action.*

#### ESP Staff – New Hires – No Action Required

NAME	POSITION	BUILDING	COMMENTS
Michael Moreno	Maintenance II-Grounds	Operations	Began September 8, 2020
Jazmin Aviles	ELL Assistant-II	CWE	Began September 9, 2020

#### ESP Staff –Transfers and Internal Hires – No Action Required

NAME	POSITION	COMMENTS
Karen Pewitt	Ed Asst III-SPED Trans 21	Began September 16, 2020

#### ESP Staff – Request for Leave of Absence – No Action Required

NAME	POSITION	BUILDING	COMMENTS
N/A			

**ESP Staff – Resignation/Retirements/Separation of Employment – No Action Required**

NAME	POSITION	BUILDING	COMMENTS
Jennifer Young	Title I-Assistant	DHE	Resigned August 31, 2020

**Confidential Staff – New Hires – No Action Required**

NAME	POSITION	BUILDING	COMMENTS
N/A			

**Confidential Staff – Resignation/Retirements/Separation of Employment – No Action Required**

NAME	POSITION	BUILDING	COMMENTS
N/A			

**Coaching Staff – New Hires – No Action Required**

NAME	POSITION	BUILDING	COMMENTS
N/A			

**Coaching Staff – Resignations/Separation of Employment – No Action Required**

NAME	POSITION	BUILDING	COMMENTS
N/A			

**Advertised Vacancies**

Position	HRS/FTE	Building	Close Date	Comments
Educational Assistant III-SPED	7.5 Hrs	District Wide	Open Until Filled	Advertised
Educational Asst II-Title I	7.5 Hrs	DHE	Open Until Filled	Advertised
Substitute Bus Driver (Pool)	Substitute	Transportation	Open Until Filled	Advertised
Assistant Volleyball Coach	Seasonal	TDHS	Open Until Filled	Advertised



# Board Action Plan Calendar 2020-2021 (revised 9.17.20)

## July:

- Organizational Meeting
- Review/revise policies as needed
- Attend OSBA Summer Board Conference (if available)

## August:

- Board Retreat
  - Discuss Superintendent Search plans for moving forward
  - Review District Data from 2019-2020
  - Review progress and success of professional development
    - What evidence do we have that these actions have worked?
    - What supports were needed for these actions to be fully implemented and successful?
    - What evidence do we have that these actions improved student learning and by how much?
    - Have the actions improved instruction?
    - Have these actions reached all students?
    - What barriers were impediments to successful implementation?
    - How were the barriers addressed?
    - How was implementation and student learning impact monitored?
  - Review Professional Development Calendar and Plan
  - Review Facilities Improvement Direction/Plan
  - Review results from Board Self Evaluation
  - Review Board Operating Procedures
  - Superintendent and Board set goals for the upcoming year.
  - Superintendent and Board clarify vision and mission and update long-range plans for the District.

## September:

- Monitor Facilities Direction
- Review/revise policies as needed
- Examples of opportunities for Board Members (when not in CDL)
  - Visit Schools and Departments
  - Attend Back to School Events
  - Attend student activities

## **October:**

- **Supt Search:** Will be advertised nationally and with local state organizations, 100 consultants engage in recruitment activities
- Monitor enrollment and allocation of resources
- Review/revise policies as needed
- Monitor Facilities Direction
- Board members assigned to committees report back to the Board
- Examples of opportunities for Board Members (when not in CDL)
  - Attend student activities
  - Plan a visit to a classroom

## **November:**

- Receive/review report on Division 22 Standards (\*\*new\*\*)
- **Supt Search:** Will be advertised nationally and with local state organizations, 100 consultants engage in recruitment activities
- Monitor allocation of resources
- Monitor Facilities Improvement Direction
- Review/revise policies as needed
- Examples of opportunities for Board Members
  - Attend student activities (especially Veteran's Day Assembly)
  - Attend the OSBA Annual Conference (offered virtually)

## **December:**

- **Supt Search:** Will be advertised nationally and with local state organizations, 100 consultants engage in recruitment activities
  - **Applications close:** December 9<sup>th</sup>
  - **Screening of qualified applicants:** December 9<sup>th</sup> – December 23<sup>rd</sup>
- Monitor allocation of resources
- First District PLT Meeting (Review Fall Data)
- Review/revise policies as needed
- Monitor Facilities Direction

## **January:**

- Superintendent reports interim progress on District goals to the Board.
- **Supt Search:** Presentation of top candidates to School Board for selection to interview
  - **Interviews:** January 11<sup>th</sup> – 16<sup>th</sup>
  - **Recommended Board Decision:** Week of January 18<sup>th</sup>
- Monitor Facilities Direction
- Review Board goals
- Review/revise policies as needed

## **February:**

- Superintendent prepares for evaluation, gathers evidence of goals.
- Board members' complete appropriate parts of the superintendent evaluation form.
- Board members meet to discuss their evaluations and develop the Board's official written evaluation document(s) that will be shared with the superintendent.
- Superintendent completes a self-assessment of the evaluation forms parts 1 and 2.
- Monitor Facilities Improvement Direction
- Review/revise policies as needed.
- Adopt 2021-2022 school calendar

## **March:**

- By March 15<sup>th</sup> approve recommended actions on licensed staff
- Review/revise policies as needed
- Board and superintendent meet to discuss and clarify the results of the evaluation documents. Changes to the evaluation may be made as a result of the discussions. Evaluation meetings may be held in executive session. ORS 192.660(2)(i).
- Superintendent salary discussion for the 2021-2022 year.

## **In March or as soon as the evaluation is complete:**

- A copy of the final written evaluation form is placed in the superintendent's personnel folder.
- The results of the evaluation and progress on district goals are shared with the community.
- Return to the beginning of the superintendent evaluation cycle.

## **April:**

- Monitor Facilities Improvement Direction
- Review/revise policies as needed
- District PLT Meets to discuss Fall and Winter Data and review overall professional development activities

## **May:**

- Participate on the District Budget Committee
- Monitor progress and success of professional development to establish outcomes.
  - How do we know these actions will work here?
  - What supports are needed for these actions to be fully implemented & successful?
  - What evidence do we have that these actions will improve student learning and by how much?
  - Will they improve instruction?
  - Will these actions be used to reach all students?
  - What barriers might impede successful implementation?
  - What are our plans to overcome those barriers?
  - How will implementation & student learning impact be monitored?

## **June:**

- Adopt District Budget
- Review/revise policies as needed
- Examples of opportunities for Board members (when not in CDL)
  - Attend high school graduation (TDHS // RCS)
  - Attend end of the year activities and celebrations



# NORTH WASCO COUNTY SCHOOL DISTRICT

## Expenditure Status Report

For the twelve months ending June 30, 2020\*

DESCRIPTION	Budget	Year to Date Expenditures	Encumbrances	Balance
<b>100 General Fund</b>				
1000 - Instruction	20,642,966	19,847,031	-	795,935
2000 - Support Services	12,888,189	12,757,618	-	130,571
5000 - Debt Service & Fund Transfers	2,351,000	2,343,032	-	7,968
6000 - Contingency	300,000	-	-	300,000
7000 - Unappropriated Ending Fund Balance	1,000,000	-	-	1,000,000
<b>Totals</b>	<b>\$ 37,182,155</b>	<b>\$ 34,947,681</b>	<b>\$ -</b>	<b>\$ 2,234,474</b>
<b>210-242 Special Revenue Funds</b>				
1000 - Instruction	2,916,378	2,462,037	-	454,341
2000 - Support Services	1,571,720	704,942	-	866,778
3000 - Enterprise & Community Services	92,755	43,348	-	49,407
7000 - Unappropriated Ending Fund Balance	45,000	-	-	45,000
<b>Totals</b>	<b>\$ 4,625,853</b>	<b>\$ 3,210,327</b>	<b>\$ -</b>	<b>\$ 1,415,526</b>
<b>250 Nutrition Services Fund</b>				
3000 - Enterprise & Community Services	1,541,488	1,376,720	-	164,768
<b>Totals</b>	<b>\$ 1,541,488</b>	<b>\$ 1,376,720</b>	<b>\$ -</b>	<b>\$ 164,768</b>
<b>285 Technology Fund</b>				
1000 - Instruction	-	-	-	-
2000 - Support Services	160,000	74,892	-	85,108
<b>Totals</b>	<b>\$ 160,000</b>	<b>\$ 74,892</b>	<b>\$ -</b>	<b>\$ 85,108</b>
<b>292-298 Replacement Funds</b>				
1000 - Instruction	225,000	5,803	-	219,197
2000 - Support Services	241,400	-	-	241,400
7000 - Unappropriated Ending Fund Balance	180,000	-	-	180,000
<b>Totals</b>	<b>\$ 646,400</b>	<b>\$ 5,803</b>	<b>\$ -</b>	<b>\$ 640,597</b>
<b>302-304 Debt Service Funds</b>				
5000 - Debt Service & Fund Transfers	3,859,443	4,496,275	-	(636,832)
7000 - Unappropriated Ending Fund Balance	14,352	-	-	14,352
<b>Totals</b>	<b>\$ 3,873,795</b>	<b>\$ 4,496,275</b>	<b>\$ -</b>	<b>\$ (622,480)</b>
<b>Total All Funds</b>	<b>\$ 48,029,691</b>	<b>\$ 44,111,698</b>	<b>\$ -</b>	<b>\$ 3,917,993</b>

\*These numbers are as of 9/17/2020; however, the fiscal year is not closed.

NOTE: Student Body Funds (290) are not included on this report. Reported on annual audit only.

# Not Final

## NORTH WASCO COUNTY SCHOOL DISTRICT

Financial Statements\* As of 9/17/20

June 30, 2020

Balance Sheet	General Fund	Special Revenue Funds	Nutrition Services Fund	Technology Fund	Replacement Funds	Debt Service Funds	Totals
<b>ASSETS:</b>							
Cash & Investments	1,100,800	(599,255)	(51,841)	74,493	637,213	14,840	<b>1,176,250</b>
Accounts Receivable	3,277,912	1,435,279	99,433		-	-	<b>4,812,624</b>
Inventory/Prepaid expense	315,995	45,000	3,560	-	-	-	<b>364,555</b>
<b>Total Assets</b>	<b>4,694,707</b>	<b>881,024</b>	<b>51,152</b>	<b>74,493</b>	<b>637,213</b>	<b>14,840</b>	<b>6,353,429</b>

<b>LIABILITIES:</b>							
Accounts Payable	261,663	3,887	51,047	-	-	-	<b>316,597</b>
Payroll Liabilities	3,424,323	-	-	-	-	-	<b>3,424,323</b>
Deferred Revenue	561,814	-	3,985	-	-	-	<b>565,799</b>
<b>Total Liabilities</b>	<b>4,247,800</b>	<b>3,887</b>	<b>55,032</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,306,719</b>

<b>FUND BALANCE:</b>							
<b>Total Fund Balance</b>	<b>446,907</b>	<b>877,137</b>	<b>(3,880)</b>	<b>74,493</b>	<b>637,213</b>	<b>14,840</b>	<b>2,046,710</b>

<b>Revenues &amp; Expenditures: 2019-20 Year to Date</b>							
Beginning Fund Balance	1,960,243	618,855	30,459	49,385	352,659	714,517	<b>3,726,118</b>
Year to Date Revenues	33,434,345	3,468,609	1,342,381	100,000	290,357	3,796,598	<b>42,432,290</b>
Year to Date Expenditures	34,947,681	3,210,327	1,376,720	74,892	5,803	4,496,275	<b>44,111,698</b>
Year to Date Net Income (Loss)	<b>(1,513,336)</b>	<b>258,282</b>	<b>(34,339)</b>	<b>25,108</b>	<b>284,554</b>	<b>(699,677)</b>	<b>(1,679,408)</b>
<b>Ending Fund Balance</b>	<b>446,907</b>	<b>877,137</b>	<b>(3,880)</b>	<b>74,493</b>	<b>637,213</b>	<b>14,840</b>	<b>2,046,710</b>

*\*These numbers are as of 9/17/2020; however, the fiscal year is not closed.*

# Not Final

Adopted: 6/19/97  
Revised/Readopted: 6/09/04; 3/02/17; 1/30/18  
Orig. Code(s): JHCC

## Communicable Diseases – Students

The district shall provide reasonable protection against the risk of exposure to communicable disease for students. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA). Services will be provided to students as required by law.

A student will not attend school while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that any susceptible student has been exposed to any restrictable disease for which the student is required to be excluded in accordance with law and per administrative regulation JCHH-AR – Communicable Disease – Students. If the disease is a reportable disease, the administrator ~~involved shall exclude the student from school and if the disease is a reportable disease,~~ will report the occurrence to the local health department. The administrator will also take whatever reasonable steps it considers necessary to organize and operate its programs in a way which both furthers the education and protects the health of students and others.

In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

The district may, for the protection of both the student who has a restrictable disease and the exposed student, provide an educational program in an alternative setting.

The district will include, as a part of its emergency plan, a description of the actions to be taken by district personnel in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The district shall protect the confidentiality of each student's health condition and record to the extent possible and consistent with federal and state law.

The superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

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**Legal Reference(s):**

[ORS 431.150 to -431.157](#)  
[ORS 433.001 to -433.526](#)  
[OAR 333-018](#)

[OAR 333-019-0010](#)  
[OAR 333-019-0014](#)  
[OAR 333-019-1000](#)

[OAR 437-002-0360](#)  
[OAR 437-002-0377](#)  
[OAR 581-022-2220](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2020).  
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34  
C.F.R. Part 99 (2019).

# North Wasco County School District 21

Code: GBEB  
Adopted:

## Communicable Diseases – Staff

The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA).

An employee may not attend work while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that the employee has or has been exposed to any disease for which exclusion is required in accordance with law and per administrative regulation GBEB-AR - Communicable Diseases - Staff. If the disease is a reportable disease, the administrator will report the occurrence to the local health department.

Employees shall comply with all other measures adopted by the district and with all rules adopted by Oregon Health Authority, Public Health Division and the local health department.

Employees shall provide services to students as required by law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

The district shall protect the confidentiality of an employee's health condition and record to the extent possible and consistent with federal and state law.

The district will include, as part of its emergency plan, a description of the actions to be taken by district staff in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)

[ORS 431.150 - 431.157](#)

[ORS 433.001 - 433.526](#)

[OAR 333-018](#)

[OAR 333-019-0010](#)

[OAR 333-019-0014](#)

[OAR 333-019-1000](#)

[OAR 437-002-0360](#)

[OAR 437-002-0377](#)

[OAR 581-022-2220](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2020).

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2019).

Health Insurance Portability and Accountability Act of 1996, 42 U.S.C. §§ 1320d to -1320d-8 (2018); 45 C.F.R. Parts 160, 164 (2019).

Code: **GBN/JBA**

Adopted: 6/08/00

Revised/Readopted: 3/31/04; 12/15/16; 8/23/18;  
6.18.20

Orig. Code(s): GBN/JBA

## **Sexual Harassment**

The district is committed to the elimination of sexual harassment. ~~in district schools, activities and programs. Sexual harassment is strictly prohibited and shall~~ **will not be tolerated in the district. All students, staff members and other persons are entitled to learn and work in an environment that is free of harassment. All staff members, students and third parties are subject to this policy. Any person may report sexual harassment.**

The district processes complaints<sup>{1}</sup> or reports of sexual harassment under Oregon Revised Statute (ORS) 342.700 et. al. and federal Title IX laws found in Title 34 C.F.R. Part 106. Individual complaints may require both of these procedures, and may involve additional complaint procedures.

### **General Procedures**

When information, a report or complaint regarding sexual harassment is received by the district, the district will review such information, report or complaint to determine which law applies and will follow the appropriate procedures. When the alleged conduct could meet both of the definitions in ORS Chapter 342 and Title IX, both complaint procedures should be processed simultaneously (*see* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure and GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure). The district may also need to use other complaint procedures when the alleged conduct could meet the definitions for other complaint procedures<sup>{2}</sup>.

### **OREGON DEFINITION AND PROCEDURES**

#### **Oregon Definition**

Sexual harassment of students, staff members or third parties<sup>3</sup> shall include:

1. A demand or request for sexual favors in exchange for benefits;
2. Unwelcome conduct of a sexual nature that is physical, verbal, or nonverbal and that:

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<sup>{1}</sup> Some districts choose not to use the terms “complaint” and “complainant” because they feel the stigma associated with the terms discourage victims from reporting conduct. The terms used in this policy are consistent with those included in the law. If you choose to change these terms, make sure that you are consistent and clear. Note, “complainant” is defined under federal law.

<sup>{2}</sup> Common complaint procedures that may also be involved include: Nondiscrimination (Board policy AC), Workplace Harassment (Board policy GBEA), [Hazing, ]Harassment, Intimidation, Bullying, [Menacing, ]Cyberbullying, Teen Dating Violence and Domestic Violence – Student (Board policy JFCF), and Reporting Requirements for Suspected Sexual Conduct with Students (Board policy GBNA/JHFF)

<sup>3</sup> “Third party” means a person who is not a student or a school or district staff member and who is: 1) on or immediately adjacent to school grounds or district property; 2) At a school-sponsored activity or program; or 3) Off school grounds or district property if a student or a school or district staff member acts toward the person in a manner that creates a hostile environment for the person while on school or district property, or at a school- or district-sponsored activity.

- a. Interferes with a student’s educational activity or program;
- b. Interferes with a school or district staff member’s ability to perform their job; or
- c. Creates an intimidating, offensive or hostile environment.

3 Assault when sexual contact occurs without the student’s, staff member’s or third party’s consent because the student, staff member or third party is under the influence of drugs or alcohol, is unconscious or is pressured through physical force, coercion or explicit or implied threats.<sup>{4}</sup>

Sexual harassment does not include conduct that is necessary because of a job duty of a school or district staff member or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent or a person finding another person, or another person’s action, offensive because of that other person’s sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, <sup>{5}</sup>physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or talking about one’s sexual behaviors in front of others; or spreading rumors about or rating other students or others as to appearance, sexual activity or performance].

**Oregon Procedures**

Reports and complaints of sexual harassment should be made to the following individual(s):

Name	Position	Phone	Email
Brian Schimel	Human Resources Director	541-506-3420	schimelb@nwasco.k12.or.us

[Redacted]

This/These individual(s) is/are responsible for accepting and managing complaints of sexual harassment. Persons wishing to report should contact them using the above information. <sup>{6}</sup> [This person is also designated as the Title IX Coordinator.] See GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure.

**Response**

Any staff member who becomes aware of behavior that may violate this policy shall <sup>{7}</sup>immediately report to a district official. The district official (with coordination involving the reporting staff member when appropriate) will take any action necessary to ensure the:

- 1. Student is protected and to promote a nonhostile learning environment;
- 2. Staff member is protected and to promote a nonhostile work environment; or

<sup>{4}</sup> The statutory definition (ORS 342.704) for sexual harassment includes separate definitions with slightly different language for students, staff members and third parties. The language used in this policy comes from OAR 581-021-0038(1)(b). If the district would like to include the full statutory definition, it can do so.

<sup>{5}</sup> OAR 581-021-0038 requires that the policy include a “examples of harassing behaviors covered by policy”. The bracketed list in this policy reflects OSBA’s recommendations. The district has discretion in what is included in this list. If listing behaviors not reflected in OSBA recommendations, please have the list reviewed by the district’s legal counsel.

<sup>{6}</sup> This must be communicated elsewhere, but it is a good reason to specify it here as well.

3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the person who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to **immediately** report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

### **Investigation**

All reports and complaints about behavior that may violate this policy shall be investigated. The district may use, but is not limited to, the following means for investigating incidents of possible harassment:

1. Interviews with those involved;
2. Interviews with witnesses;
3. Review of video surveillance;
4. Review of written communications, including electronic communications;
5. Review of any physical evidence; and
6. Use of third-party investigator.]

The district will use **a reasonable person** standard when determining whether a hostile environment exists. **[A hostile environment exists if a reasonable person with similar characteristics and under similar circumstances would consider the conduct to be so severe as to create a hostile environment.]**<sup>{7}</sup>

The district may take, but is not limited to, the following procedures and remedial action to address and stop sexual harassment:

1. Discipline of staff and students engaging in sexual harassment;
2. Removal of third parties engaged in sexual harassment;
3. Additional supervision in activities;
4. Additional controls for district electronic systems;
5. Trainings and education for staff and students; and
6. Increased notifications regarding district procedures and resources.]

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<sup>{7}</sup> OSBA strongly recommends that the Board receive input from district administration prior to adopting a standard here. Of note, Title IX's definition of sexual harassment includes "unwelcome conduct determined by a reasonable person to be..." 34 CFR 106.30(a), emphasis added. It is important to consider the different definitions under Oregon law and Title IX when determining which standards will apply for the Oregon process.

When a student or staff member is harassed by a third party, the district will consider the following:

1. [Removing that third party's ability to contract or volunteer with the district, or be present on district property;
2. If the third party works for an entity that contracts with the district, communicating with the third party's employer;
3. If the third party is a student of another district or school, communicate information related to the incident to the other district or school;
4. Limiting attendance at district events; and
5. Providing for additional supervision, including law enforcement if necessary, at district events.]

### **No Retaliation**

Retaliation against persons who initiate complaint or otherwise report sexual harassment or who participate in an investigation or other related activities is prohibited. The initiation of a complaint, reporting of behavior, or participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the:

1. Educational assignments or educational environment of a student or other person initiating the complaint, reporting the behavior, or participating in the investigation; or
2. Any terms or conditions of employment or of work or educational environment of a school or district staff member or other person initiating the complaint, reporting the behavior, or participating in the investigation.

Students who initiate a complaint or otherwise report harassment covered by the policy or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered because of the report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

### **Notice**

When a person<sup>8</sup> who may have been affected by this policy files a complaint or otherwise reports behavior that may violate the policy, the district shall provide written notification to the following:

1. Each reporting person;
2. If appropriate, any impacted person who is not a reporting person;
3. Each reported person; and
4. Where applicable, a parent or legal guardian of a reporting person, impacted person, or reported person.

The written notification must include<sup>9</sup>:

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<sup>8</sup> Student, staff member, or third party, or if applicable, the student or third party's parent. If the person is a minor, the district should consider when to contact the person's parent.

<sup>9</sup> Remember confidentiality laws when providing any information.

1. Name and contact information for all person designated by the district to receive complaints;
2. The rights of the person that the notification is going to;
3. Information about the internal complaint processes available through the school or district that the [student, student's parents, staff member, person or person's parent][person] who filed the complaint may pursue, including the person designated for the school or district for receiving complaints and any timelines.
4. Notice that civil and criminal remedies that are not provided by the school or district may be available to the person through the legal system and that those remedies may be subject to statutes of limitation;
5. Information about services available to the student or staff member through the school or district, including any counseling services, nursing services or peer advising;
6. Information about the privacy rights of the person and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;
7. Information about, and contact information for, services and resources that are available to the person, including but not limited to:
  - a. For the reporting person, state and community-based resources for persons who have experienced sexual harassment; or
  - b. For the reported persons, information about and contact information for state and community-based mental health services.
8. Notice that students who report about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct; and
9. Prohibition of retaliation.

Notification, to the extent allowable under state and federal student confidentiality laws, must be provided when the investigation is initiated and concluded. The notification at the conclusion must include whether a violation of the policy was found to have occurred.

The notice must:

1. Be written in plain language that is easy to understand;
2. Use print that is of a color, size and font that allows the notification to be easily read; and
3. Be made available to students, students' parents, staff members and member of the public at each office, at the district office and on the website of the school or district.

### **[Oregon Department of Education (ODE) Support**

**[The ODE will provide technical assistance and training upon request.]**

## **FEDERAL DEFINITION AND PROCEDURES**

### **Federal Definition**

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity<sup>10</sup>;
3. "Sexual assault": an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
4. "Dating violence": violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship;
5. "Domestic Violence": felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction; or
6. "Stalking": engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's own safety or the safety of others, or suffer substantial emotional distress.

This definition only applies to sex discrimination occurring against a person who is a subject of this policy in the United States. A district's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

### **Federal Procedures**

The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of the student and employee complaints alleging any action that would be prohibited by this policy. *See* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure.

### **Reporting**

Any person may report sexual harassment. This report may be made in person, by mail, by telephone, or by electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. The report can be made at any time.

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<sup>10</sup> "Education program or activity" includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs." (Title 34 C.F.R. § 106.44(a))

The Human Resources Director is designated as the Title IX Coordinator and can be contacted at 541-506-3420.. The Title IX Coordinator will coordinate the district’s efforts to comply with its responsibilities related to this AR. The district prominently will display the contact information for the Title IX Coordinator on the district website and in each handbook.<sup>{11}</sup>

## Response

The district will promptly respond to information, allegations or reports of sexual harassment when there is actual knowledge of such harassment, even if a formal complaint has not been filed.<sup>12</sup> The district shall treat complainants and respondents equitably by providing supportive measures<sup>13</sup> to the complainant and by following a grievance procedure<sup>14</sup> prior to imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant’s wishes, with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.<sup>15</sup>

If after an individualized safety and risk analysis, it is determined that there is an immediate threat to the physical health or safety of any person, an emergency removal of the respondent can take place.<sup>16</sup> The district must provide the respondent with notice and an opportunity to challenge the decision immediately following the removal. A non-student employee may also be placed on non-disciplinary administrative leave pending the grievance process.

## Notice

The district shall provide notice to all applicants for admission and employment, students, parents or legal guardians, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district of the following:

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<sup>{11}</sup> Note the difference in requirements for Title IX and Oregon law. It makes sense to align these requirements.}

<sup>12</sup> (Title 34 C.F.R. §106.44(a)) Response cannot be deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

<sup>13</sup> (Title 34 C.F.R. § 106.44(a)) Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district’s educational environment, or deter sexual harassment.<sup>13</sup> The district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. (Title 34 C.F.R. § 99.30(a))

<sup>14</sup> This grievance procedure must meet the requirements of Title 34 C.F.R. § 106.45 (included in accompanying administrative regulation, *see* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure).

<sup>15</sup> The Title IX Coordinator may also discuss that the Title IX Coordinator has the ability to file a formal complaint.

<sup>16</sup> The district may still have obligations under Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973 or the American with Disabilities Act (ADA). (Title 34 C.F.R. § 106.44(c))

1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator(s);
2. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment; and
3. The grievance procedure and process, how to file a formal complaint of sex discrimination or sexual harassment, and how the district will respond.

[Inquiries about the application to Title IX and its requirements may be referred to the Title IX Coordinator or the Assistant Secretary<sup>17</sup>, or both.]

## No Retaliation

Neither the district or any person may retaliate<sup>18</sup> against an individual for reporting, testifying, providing evidence, being a complainant, otherwise participating or refusing to participate in any investigation or process in accordance with this procedure. The district must keep confidential the identity of parties and participating persons, except as disclosure is allowed under Family Educational Rights and Privacy Act (FERPA), as required by law, or to carry out the proceedings herein. Complaints of retaliation may be filed using these procedures.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation.

## Publication

This policy shall be made available to students, parents of students and staff members. This policy [and contact information for the Title IX Coordinator] shall be prominently published in the [school] [district] student handbook and on the [school][district] website. This policy shall also be made available at each school office and at the district office. The district shall post this policy on a sign in all grade 6 through 12 schools, on a sign that is at least 8.5 inches by 11 inches in size. A copy of the policy will be made available to any [student, parent of a student, school or district staff member, or third party][person] upon request.

~~This includes sexual harassment: of students by staff members, other students or third parties; of staff members by students, other staff members or third parties; and of third parties by staff members and students. This policy applies to third parties who are on or immediately adjacent to school grounds or district property, are at any school sponsored or district sponsored activity or program, or are off school or district property, if a student or staff member acts toward the person in a manner that creates a hostile environment for the person while at school or school sponsored or district sponsored activity or program. "Third parties" include, but are not limited to, school volunteers, parents, school visitors, service contractors or others engaged in district business, such as employees of businesses or organizations participating in cooperative work programs with the district and others not directly subject to district control at interdistrict and intradistrict athletic competitions or other school events. "District" includes district facilities; district premises and nondistrict property if the student or staff member is at any district sponsored, district approved or district related activity or function, such as field trips or athletic events, where students are under the jurisdiction of the district; or where the staff member is engaged in district~~

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<sup>17</sup> Of the United States Department of Education.

<sup>18</sup> Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

business. The prohibition also includes off duty conduct which is incompatible with a staff member's district job responsibilities.

All staff members, students, and third parties are subject to this policy.

Sexual harassment of students, staff members or third parties shall include:

1. A demand or request for sexual favors in exchange for benefits;
2. Unwelcome conduct of a sexual nature that is physical, verbal or nonverbal and that interferes with a student's educational program or activity or that creates an intimidating, offensive or hostile educational environment; unwelcome conduct of a sexual nature that is physical, verbal or nonverbal and that interferes with the staff member's ability to perform the job or that creates an intimidating, offensive or hostile work environment; or unwelcome conduct of a sexual nature that is physical, verbal or nonverbal and that creates an intimidating, offensive or hostile environment; and
3. Assault when sexual contact occurs without the student's, staff member's or third party's consent because the student, staff member or third party is under the influence of drugs or alcohol, is unconscious or is pressured through physical force, coercion or explicit or implied threats.

Examples of sexual harassment may include, but not be limited to, physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

All complaints or reports about behavior that may violate this policy shall be promptly investigated.

Any staff member who becomes aware of behavior that may violate this policy shall immediately report to a district official so that the district official (and the reporting staff member when the victim of the harassment is a student or third party) may coordinate efforts to take any action necessary to ensure the:

1. Student is protected and to promote a nonhostile learning environment;
2. Staff member is protected and to promote a nonhostile work environment; or
3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions that are necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the staff member who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to immediately report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

Upon receipt of a complaint from a student or the student's parents, a staff member or a third party alleging behavior that may violate this policy, the district shall provide written notice as required by Oregon Revised Statute (ORS) 342.704(5) to the complainant.

The person who initiated the complaint and if applicable the student's parents or person's parents shall be notified when the investigation is initiated and concluded and as to whether a violation of this policy was found to have occurred to the extent allowable under state and federal student confidentiality laws.

The initiation of a complaint, and the participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the educational assignments or any terms or conditions of employment or of work or educational environment of the person who initiated the complaint or who participates in the investigation. There shall be no retaliation by the district against any person who, in good faith, reports, files a complaint or otherwise participates in an investigation or inquiry of sexual harassment.

It is the intent of the Board that appropriate corrective action will be taken by the district to stop the sexual harassment, prevent its recurrence and address negative consequences. Students in violation of this policy shall be subject to discipline up to and including expulsion and/or counseling or sexual harassment awareness training, as appropriate. The age and maturity of the student(s) involved and other relevant factors will be considered in determining appropriate action. Staff members in violation of this policy shall be subject to discipline, up to and including dismissal and/or additional sexual harassment awareness training, as appropriate. Other individuals whose behavior is found to be in violation of this policy shall be subject to appropriate sanctions as determined and imposed by the superintendent or the Board.

Additionally, the district may report individuals in violation of this policy to law enforcement officials. Licensed staff, staff registered with the Teacher Standards and Practices Commission (TSPC) and those participating in practicum programs, as specified by Oregon Administrative Rules, shall be reported to TSPC.

The superintendent shall ensure appropriate periodic sexual harassment awareness training or information is provided to all supervisors, staff members and students and that annually, the name and position of district officials responsible for accepting and managing sexual harassment complaints, business phone numbers, addresses or other necessary contact information is readily available. This policy as well as the complaint procedure will be made available upon request to all students, parents of students, staff members and third parties, posted on the district's website and published in student/parent and staff handbooks. The district's policy shall be posted on a sign in all schools. Posted signs shall be at least 8 1/2 inches by 11 inches in size.

The superintendent will establish a process of reporting incidents of sexual harassment.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.706](#)  
[ORS 342.850](#)  
[ORS 332.107](#)  
[ORS 342.700](#)  
[ORS 342.704](#)  
[ORS 342.708](#)

[ORS 342.850](#)  
[ORS 342.865](#)  
[ORS 659.850](#)  
[ORS 659A.006](#)  
[ORS 659A.029](#)  
[ORS 659A.030](#)

[OAR 581-021-0038](#)  
[OAR 584-020-0040](#)  
[OAR 584-020-0041](#)

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).

Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).

## Communicable Diseases – Student

In accordance with state law, administrative rule, the local health authority and the *Communicable Disease Guidance*, the procedures established below will be followed.

1. “Restrictable diseases” are defined by rule and include but are not limited to **Covid-19<sup>1</sup>**, chickenpox, diphtheria, hepatitis A, **hepatitis E**, measles, mumps, pertussis, rubella, Salmonella enterica serotype Typhi infection, scabies, Shiga-toxigenic Escherichia coli (STEC) infection, shigellosis and **infectious** tuberculosis ~~disease~~, and may include a communicable stage of hepatitis B infection if, in the opinion of the local health officer, the person poses an unusually high risk to others (e.g., a child that exhibits uncontrollable biting or spitting). Restrictable disease also includes any other communicable disease identified in an order issued by the Oregon Health Authority or the local public health officer as posing a danger to the public’s health. A disease is considered to be a restrictable disease if it is listed in Oregon Administrative Rule (OAR) 333-019-0010, or it has been designated to be a restrictable disease by ~~Board policy<sup>1</sup>~~ or by the local health administrator; after determining that it **poses a danger to the public’s health.** ~~presents a significant public health risk in the school setting.~~
2. “Susceptible” **for a child means lacking documentation of immunization required under OAR 333-050-0050.** ~~means being at risk of contracting a restrictable disease by virtue of being in one or more categories described in law.~~
3. “Reportable diseases” means **disease or condition, the reporting of which enables a public health authority to take action to protect or to benefit the public health.** ~~a human reportable disease, infection, microorganism or condition as specified in OAR Chapter 333, Division 18.~~

### Restrictable Diseases

1. **A student of the district will not attend a district school or facility while in a communicable stage of a restrictable disease, including a communicable stage of COVID-19<sup>2</sup>, unless authorized to do so under Oregon law. When an administrator has reason to suspect any child has a restrictable disease, the administrator shall send the student home.**
2. **An administrator shall exclude a susceptible child from school if the administrator that has reason to suspect that a the student has or has been exposed to measles, mumps, rubella, diphtheria, pertussis, hepatitis A, or hepatitis B, unless the local health officer determines that exclusion is not necessary to protect the public’s health. The administrator may request the local health officer to make a determination as allowed by law.** ~~any restrictable disease for which the student is required to be~~

<sup>1</sup>“OAR 333-019-0010(7) Nothing in these rules prohibits a school or children’s facility from adopting more stringent exclusion standards under ORS 433.284.”

<sup>2</sup>“Communicable stage of COVID-19” means having a positive presumptive or confirmed test of COVID-19.

~~excluded, shall exclude that student from school and send him/her home.~~ If the disease is reportable, the administrator will report the occurrence to the local health department.

3. An administrator shall exclude a student if the administrator has been notified by a local public health administrator or local public health officer that the student has had a substantial exposure to an individual with COVID-19 and exclusion is deemed necessary by same.
4. The A student will be excluded in such instances until such time as the student or the parent or guardian of the student presents a certificate from a physician, a physician assistant licensed under Oregon Revised Statute (ORS) 677.505-677.525, a nurse practitioner licensed under ORS 678.375-678.390, local health department nurse or school nurse stating that the student does not have or is not a carrier of any restrictable diseases.
- ~~5. An administrator will exclude a susceptible student that has been exposed to a restrictable disease that is also a reportable disease unless the local health officer determines that exclusion is not necessary to protect the public's health, or the local health officer states the disease is no longer communicable to others or that adequate precautions have been taken to minimize the risk of transmission. The administrator may request the local health officer to make a determination as allowed by law.~~
- 5 The district may, for the protection of both the student who has a restrictable disease and the exposed student, provide an educational program in an alternative setting. A student may remain in an alternative educational setting until such time as a certificate from a physician, physician assistant, nurse practitioner, local health department nurse or school nurse states that the student does not have or is not a carrier of any restrictable disease, or until such time as a local public health administrator officer states that the disease is no longer communicable to others or that adequate precautions have been taken to minimize the risk of transmission. A restrictable disease exclusion for chickenpox, scabies, staphylococcal skin infections, streptococcal infections, diarrhea or vomiting may also be removed by a school nurse or health care provider.
- 6 More stringent exclusion standards for students from school may be adopted by the local health Department. ~~or by the district through Board adopted policy.~~
- ~~7 A disease is considered to be a restrictable disease if it is listed in OAR 333-019-0010, or it has been designated to be a restrictable disease through Board policy or by the local health administrator, after determining that it presents a significant public health risk in the school setting.~~
- 7 The district's emergency preparedness plan shall address the district's plan with respect to a declared public health emergency at the local or state level.

### **Reportable Diseases Notification**

1. All employees shall comply with all reporting measures adopted by the district and with all rules set forth by the Oregon Health Authority, Public Health Division and the local health department.

2. An administrator may seek confirmation and assistance from the local health officer to determine the appropriate district response when the administrator is notified that a student or an employee has been exposed to a restrictable disease that is also a reportable disease.
3. An administrator shall determine other persons ~~with a legitimate educational interest~~ who may be informed of ~~the~~ **a student's communicable disease when a legitimate educational interest exists or for health and safety reasons in accordance with law.** ~~nature of an individual student's disease, or an employee's communicable disease, within guidelines allowed by law.~~

### **Education**

1. The administrator or designee shall seek information from the district's school nurse or other appropriate health officials regarding the health needs/hazards of all students and the impact on the educational needs of a student diagnosed with a restrictable disease or exposed to a restrictable disease.
2. The administrator or designee shall, utilizing information obtained above, determine an educational program for such a student and implement the program in an appropriate (i.e., regular or alternative) setting.
3. The administrator or designee shall review the appropriateness of the educational program and the educational setting of each individual student **diagnosed with a restrictable disease.**

### **Equipment and Training**

1. The administrator or designee shall, on a case-by-case basis, determine what equipment and/or supplies are necessary in a particular classroom or other setting in order to prevent disease transmission.
2. The administrator or designee shall consult with the district's school nurse or other appropriate health officials to provide special training in the methods of protection from disease transmission.
3. All district personnel will be instructed annually ~~[by the school health nurse]~~ to use the proper precautions pertaining to blood and body fluid exposure per the Occupational Safety and Health Administration (OSHA). **(See policy EBBAA.)**

# North Wasco County School District 21

Code: GBN/JBA-AR(2)  
Adopted:

## Federal Law (Title IX) Sexual Harassment Complaint Procedure

### Additional Definitions

“Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to the district’s Title IX Coordinator or any official of the district who has authority to institute corrective measures on behalf of the district, or to any employee of an elementary or secondary school.<sup>1</sup>

“Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

“Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent<sup>2</sup> and requesting that the district investigate the allegation of sexual harassment.<sup>3</sup>

“Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district’s educational environment, or deter sexual harassment.<sup>4</sup> The district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures.

### Formal Complaint Procedures

Upon receipt of a formal complaint, the district will provide the parties<sup>5</sup> written notice of the following:

1. Notice of the district’s grievance process, including any informal resolution process.

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<sup>1</sup> This standard is not met when the only official with knowledge is the respondent.

<sup>2</sup> “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

<sup>3</sup> A complainant must be participating in or attempting to participate in the education program or activity of the district with which the formal complaint is filed.

<sup>4</sup> Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

<sup>5</sup> Parties include the complainant and the respondent, if known.

2. Notice of the allegations of sexual harassment potentially constituting sexual harassment, including sufficient details<sup>6</sup> known at the time and with sufficient time to prepare a response before any initial interview.
3. That the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility be made at the conclusion of the grievance process.
4. That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
5. The parties may inspect and review evidence.
6. A reference to any provision in the district's code of conduct<sup>{7}</sup> that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

The Title IX Coordinator will contact the complainant and the respondent to discuss supportive measures. If necessary, the Title IX Coordinator will arrange for an individualized safety and risk analysis. If necessary, a student or non-student employee may be removed or placed on leave.

### **Investigation**

The Title IX Coordinator will coordinate the district's investigation. The investigation must:

1. Include objective evaluation of all relevant evidence, including inculpatory and exculpatory evidence.
2. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the district and not on the parties.<sup>8</sup>
3. Provide an equal opportunity for the parties to present witnesses, and other inculpatory and exculpatory evidence.
4. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.
5. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.<sup>9</sup> The district may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.

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<sup>6</sup> Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known.

<sup>{7}</sup> The district is encouraged to review Board policy JFC and codes of conduct found in handbooks for applicable language.}

<sup>8</sup> The district cannot access, consider, disclose, or otherwise use a party's records that are made of maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's capacity, and which are maintained in connection with the provision of treatment to the party, unless the district obtains the party's (or eligible student's parent's) voluntary, written consent to do so.

<sup>9</sup> In addition to an advisor, complainants and respondents may also be entitled to other accompaniment as required by law or as necessary for conducting of grievance procedures, including but not limited to translators, services for students with disabilities and parents of minor students.

6. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.
7. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint.<sup>10</sup> Prior to completion of the investigative report, the district must send to each party and party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report;
8. Create an investigative report that fairly summarizes relevant evidence and is sent to each party and party's advisor in electronic format or hard copy at least 10 days prior to any hearing (if required or provided) or other time of determination of responsibility. The party and advisor will be allowed to review and provide a written response.

After the district has sent the investigative report to the parties and before reaching a determination regarding responsibility, the decision maker(s) must afford each party the opportunity to submit written, relevant questions<sup>11</sup> that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision-maker(s) must explain to the party proposing the questions any decision to exclude a question as not relevant.

Credibility determinations are not based on the person's status as a complainant, respondent or witness.

No person designated as a Title IX Coordinator, investigator, decision-maker, or any person designated by the district to facilitate an informal resolution process may have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

If, in the course of an investigation, the district decides to investigate allegations about the complainant or respondent that are not included in the notice previously provided, the district must provide notice of the additional allegations to the parties whose identities are known.

At no point in the process will the district, or anyone participating on behalf of the district, require, allow, rely upon, or otherwise use questions or evidence that constitutes, or seeks disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

### **Determination of Responsibility**

The respondent must be deemed to be not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

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<sup>10</sup> This includes the evidence upon which the district does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the investigation. The district must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

<sup>11</sup> Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the question and evidence concern specific incidents of the complainants prior sexual behavior with respect to the respondent and are offered to prove consent.

The standard to be used for formal complaints in determining whether a violation has occurred is the [preponderance of the evidence<sup>12</sup>] [clear and convincing evidence<sup>13</sup>] standard.

The person deciding the question of responsibility (the “decision-maker”) must be someone other than the Title IX Coordinator or the investigator(s). The decision-maker must issue a written determination which must include:

1. Identification of the allegations potentially constituting sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the district’s code of conduct to the facts;
5. A statement of, and rationale for, the result as to each allegation, including:
  - a. A determination regarding responsibility;
  - b. Any disciplinary sanctions the district imposes on the respondent; and
  - c. Whether remedies designed to restore or preserve equal access to the district’s education program or activity will be provided by the district to the complainant; and
6. The district’s procedures and permissible bases for the complainant and respondent to appeal.

The district must provide the written determination to the parties simultaneously.

The determination regarding responsibility becomes final either on the date that the recipient provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

## Remedies

The Title IX Coordinator is responsible for effective implementation of any remedies.

The disciplinary sanctions<sup>14</sup> may include:

1. [Discipline up to and including suspension and expulsion;
2. Removal from various activities, committees, extra-curricular, positions, etc.
3. Disqualification for awards and honors;

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<sup>12</sup> A preponderance of the evidence standard is understood to mean concluding that a fact is more likely than not to be true. U.S. Department of Education, Title IX Regulations commentary, p. 1268, FN 1409.

<sup>13</sup> A clear and convincing evidence standard of evidence is understood to mean concluding that a fact is highly probable to be true. U.S. Department of Education, Title IX Regulations commentary, p. 1268, FN 1409.

<sup>14</sup> Districts should review any other disciplinary procedures and requirements prior to imposing any discipline, and should contact legal counsel with questions.

4. Discipline up to and including termination, in accordance with laws, agreements, contracts, handbooks, etc.]<sup>15</sup>

Other remedies may include:

1. [Educational programming][;][.]

### **Dismissal of a Formal Complaint**

The district must dismiss a formal complaint with regard to Title IX sexual harassment if the alleged conduct:

1. Would not constitute sexual harassment, even if proved;
2. Did not occur in the district's education program or activity<sup>16</sup>; or
3. Did not occur against a person in the United States.

The district may dismiss a formal complaint with regard to Title IX sexual harassment if at any time during the investigation or hearing, if provided:

1. A complainant notifies the Title IX Coordinator in writing that the complaint would like to withdraw the formal complaint or any allegations therein;
2. The respondent is no longer enrolled or employed by the district; or
3. Specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal of a formal complaint, the district must promptly send written notice of the dismissal and the reason(s) therefor simultaneously to the parties.

**The dismissal of a formal complaint under Title IX does not preclude the district from continuing any investigation and taking action under a different process. The district may have an obligation to continue an investigation and process under a different process.**

### **Consolidation of Complaints**

The district may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by one or more complainant against one or more respondents, or by one party against another party, where the allegations of sexual harassment arise out of the same facts or circumstances.

### **Informal Resolution**

If the district receives a formal complaint, at any time prior to reaching a determination regarding responsibility, the district may offer an optional informal resolution process, provided that the district:

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<sup>15</sup> It is important to keep supportive measures separate from disciplinary sanctions. Supportive measures must be “non-disciplinary” and “non-punitive.”

<sup>16</sup> Includes locations, events, or circumstances over which the district exercised substantial control over both the respondent the respondent and the context in which the sexual harassment occurs[, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution]. (Title 34 C.F.R. §106.44(a))

1. Provides written notice to the parties disclosing:
  - a. The allegations;
  - b. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and
  - c. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtains the parties' voluntary written consent to the informal resolution process; and
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

### **Appeals**

Either party may file an appeal from a determination regarding responsibility or from a dismissal of a formal complaint, within **[15]** days of the decision, on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.
4. **[Additional bases may be allowed, if made available equally to both parties.]**

When an appeal is filed, the district must:

1. Notify the other party in writing;
2. Implement appeal procedures equally for both parties;
3. Ensure the decision-maker(s) for the appeal is not the same person as the decision-maker(s) who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;
4. Ensure the decision-maker for the appeal is free from conflicts of interest and bias;
5. Give both parties a reasonable equal opportunity to submit a written statement in support of, or challenging the outcome;
6. Issue a written decision describing the result of the appeal and the rationale for the result; and
7. Provide the written decision simultaneously to both parties.

### **Timelines**

The district will complete the following portions of the grievance process within the specified timelines:

1. General grievance process (from receipt of formal complaint to determination of responsibility): **[90]** days;
2. Appeals (from receipt of appeal): **[60]** days;
3. Informal resolution process: **[60]** days.

Temporary delays of the grievance process, or limited extensions of time will be allowed for good cause<sup>17</sup> with written notice to the parties.

## Records

Records will be created and maintained in accordance with the requirements in Title 34 C.F.R. §106.45(a)(10).<sup>18</sup>

## Training

Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process must receive training on the definition of sexual harassment, the scope of the district's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and information resolution processes. The training must also include avoiding prejudgment of the facts at issue, conflicts of interest and bias.

Decision-makers must receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions about evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.

Investigators must receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, must not rely on sex stereotypes, must promote impartial investigations and adjudications of formal complaints of sexual harassment and must be made publicly available on the district's website.<sup>{19}</sup>

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<sup>17</sup> Good cause may include considerations such as the absence of a party, a party's advisor or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. (Title 34 C.F.R. § 106.45(b)(1)(v))

<sup>18</sup> This includes creating a record for each investigation. This record must include:

- Supportive measures, or reasons why the response was not clearly unreasonable under the circumstances;
- Basis for the conclusion that the district's response was not deliberately indifferent; and
- What measures were taken to restore or preserve equal access to the district's educational program or activity. (Title 34 C.F.R. § 106.45(a)(10)(ii))

Most records (including training) must be retained for at least seven years.

<sup>{19}</sup> If a district does not have a website, the district must make these materials available upon request for inspection by members of the public.

# North Wasco County School District 21

Code: GBEB-AR  
Revised/Reviewed:

## **Communicable Diseases – Staff**

In accordance with state law, administrative rule, the local health authority and the *Communicable Disease Guidance*, the procedures established below will be followed.

1. “Restrictable diseases” are defined by rule and include but are not limited to COVID-19<sup>1</sup>, chickenpox, diphtheria, hepatitis A, hepatitis E, measles, mumps, pertussis, rubella, Salmonella enterica serotype Typhi infection, scabies, Shiga-toxigenic Escherichia coli (STEC) infection, shigellosis and infectious tuberculosis, and may include a communicable stage of hepatitis B infection if, in the opinion of the local health officer, the person poses an unusually high risk to others (e.g., a child that exhibits uncontrollable biting or spitting). Restrictable disease also includes any other communicable disease identified in an order issued by the Oregon Health Authority or the local public health officer as posing a danger to the public’s health. A disease is considered to be a restrictable disease if it is listed in Oregon Administrative Rule (OAR) 333-019-0010, or it has been designated to be a restrictable disease by the local public health administrator after determining that it poses a danger to the public’s health.
2. “Susceptible” for an employee means lacking evidence of immunity to the disease.
3. “Reportable diseases” means a disease or condition, the reporting of which enables a public health authority to take action to protect or to benefit the public health.

### **Restrictable Diseases**

1. An employee of the district will not attend or work at a district school or facility while in a communicable stage of a restrictable disease, including a communicable stage of COVID-19<sup>2</sup>, unless authorized to do so under Oregon law. When an administrator has reason to suspect that an employee has a restrictable disease, the administrator shall send the employee home.
2. An administrator shall exclude an employee if the administrator has reason to suspect that an employee has been exposed to measles, mumps, rubella, diphtheria, pertussis, hepatitis A, or hepatitis B, unless the local health officer determines that exclusion is not necessary to protect the public’s health. The administrator may request the local health officer to make a determination as allowed by law. If the disease is reportable, the administrator will report the occurrence to the local health department.
3. An administrator shall exclude an employee if the administrator has been notified by a local public health administrator or local public health officer that the employee has had a substantial exposure to an individual with COVID-19 and exclusion is deemed necessary by same.

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<sup>1</sup> Added per OAR 333-019-1000(2).

<sup>2</sup> “Communicable stage of COVID-19” means having a positive presumptive or confirmed test of COVID-19.

4. An employee will be excluded in such instances until such time as the employee presents a certificate from a physician, a physician assistant licensed under Oregon Revised Statute (ORS) 677.505 - 677.525, a nurse practitioner licensed under ORS 678.375 - 678.390, local health department nurse or school nurse stating that the employee does not have or is not a carrier of any restrictable disease.
5. An administrator may allow attendance of an employee restricted for chickenpox, scabies, staphylococcal skin infections, streptococcal infections, diarrhea or vomiting if the restriction has been removed by a school nurse or health care provider.
6. More stringent exclusion standards for employees from school or work may be adopted by the local health department.
7. The district's emergency plan shall address the district's plan with respect to a declared public health emergency at the local or state level.

### **Reportable Diseases Notification**

1. All employees shall comply with all reporting measures adopted by the district and with all rules set forth by Oregon Health Authority, Public Health Division and the local health department.
2. An administrator may seek confirmation and assistance from the local health officer to determine the appropriate district response when the administrator is notified that an employee or a student has been exposed to a restrictable disease that is also a reportable disease.
3. [District staff with impaired immune responses, that are of childbearing age or some other medically fragile condition, should consult with a medical provider for additional guidance<sup>3</sup>.]
4. An administrator shall determine other persons who may be informed of an employee's communicable disease, or that of a student's when a legitimate educational interest exists or for health and safety reasons, in accordance with law.

### **Equipment and Training**

1. The administrator or designee shall, on a case-by-case basis, determine what equipment and/or supplies are necessary in a particular classroom or other setting in order to prevent disease transmission.
2. The administrator or designee shall consult with the district's school nurse or other appropriate health officials to provide special training in the methods of protection from disease transmission.
3. All district personnel will be instructed annually to use the proper precautions pertaining to blood and body fluid exposure per the Occupational Safety and Health Administration (OSHA). (*See* policy EBBAA).

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<sup>3</sup> Refer to *Communicable Disease Guidance* published by the Oregon Health Authority and the Oregon Department of Education.

# North Wasco County School District 21

1<sup>st</sup> Reading – 9.24.20  
Required Changes

Code: GBN/JBA-AR  
Adopted: 8/12/99  
Revised/Readopted: 3/31/04; 10/25/07; 12/15/16;  
8/23/18; 5/28/20  
Orig. Code: GBN/JBA-AR

## Sexual Harassment Complaint Procedure

{<sup>1</sup>} Reports and complaints of sexual harassment should be made to the following individual(s):

Name	Position	Phone	Email

The district official receiving the complaint shall issue the required written notice as outlined under Oregon Procedures in Board policy GBN/JBA - Sexual Harassment.

~~Principals and the superintendent have responsibility for reports, complaints and investigations concerning sexual harassment. The investigator(s) shall be a neutral party having had no involvement in the complaint presented.~~

Step 1 The district official receiving the report or complaint shall promptly initiate an investigation using procedures and standards, including but not limited to, those identified in Board policy GBN/JBA - Sexual Harassment and will notify the complainant or reporting person, any impacted person who is not a reporting person (if appropriate), each reported person, and where applicable the parents of a reporting person, impacted person, or reported person, when such investigation is initiated. The official will arrange such meetings as may be necessary to discuss the issue with all concerned parties within **five** working days after receipt of the report or complaint. The parties will have an opportunity to submit evidence and a list of witnesses. All findings of the investigation shall be reduced to writing. The official conducting the investigation shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law within **30** days of receipt of the report or complaint.

A copy of the required written notice(s) and the date and details of notification of the notice of investigation and results of the investigation, together with any other documentation related to the sexual harassment incident, including disciplinary action taken or recommended, shall be forwarded to the superintendent.

{<sup>1</sup> Align with same positions identified in policy.}

~~Any sexual harassment information (i.e., reports, complaints, rumors, etc.) shall be presented to district officials, this includes officials such as the principal, compliance officer or superintendent. All such information shall be reduced to writing and will include the specific nature of the sexual harassment and corresponding dates.~~

~~The district official receiving the complaint shall cause the district to provide written notice from the district to the complainant that includes:~~

- ~~1. The rights of the student, student's parents, staff member, person or person's parents who filed the complaint;~~
- ~~2. Information about the internal complaint process available through the school or district that the student, student's parents, staff member, person or person's parents may pursue, including the person designated for the school or district for receiving complaints;~~
- ~~3. Notice that civil and criminal remedies that are not provided by the school or district may be available to the complainant through the legal system and that those remedies may be subject to statutes of limitation;~~
- ~~4. Information about services available to the student or staff member complainant through the school or district including any counseling services, nursing services or peer advising;~~
- ~~5. Information about the privacy rights of the student, student's parents, staff member, person or person's parents and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;~~
- ~~6. Information about, and contact information for, state and community based services and resources that are available to persons who have experienced sexual harassment; and~~
- ~~7. Notice that students who report information about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.~~

~~The written notification must:~~

- ~~1. Be written in plain language that is easy to understand;~~
- ~~2. Use print that is of the color, size and font that allow the notification to be easily read; and~~
- ~~3. Be made available to students, students' parents, staff members and members of the public at each school office, at the district office and on the school or district website.~~

Step 2 If a complainant is not satisfied with the decision at Step 1, the complainant may submit a written appeal to the superintendent [or designee]. Such appeal must be filed within [10] working days after receipt of the Step 1 decision. The superintendent [or designee] will arrange such meetings with the complainant and other affected parties as deemed necessary to discuss the appeal within [5] working days of receipt of the appeal. The superintendent [or designee] shall provide a written decision to the complainant within [10] working days.

~~The district official receiving the information or complaint shall promptly initiate an investigation and will notify the complainant when such investigation is initiated. The official will arrange such meetings as may be necessary to discuss the issue with all concerned parties within five working days after receipt of the information or complaint. All findings of the investigation, including the response of the alleged harasser, shall be reduced to writing. The official conducting the investigation shall notify the complainant in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law. The parties will have an opportunity to submit evidence and a list of witnesses.~~

~~A copy of the notification letter provided in step 1 and the date and details of notification to the complainant of the results of the investigation, together with any other documentation related to the sexual harassment incident, including disciplinary action taken or recommended, shall be forwarded to the superintendent.~~

Step 3 If a complainant is not satisfied with the decision at Step 2, the complainant may submit a written appeal to the Board. Such appeal must be filed within [10] working days after receipt of the Step 2 decision. The Board will review the decision of the superintendent [or designee] in a public meeting to determine what action is appropriate. The Board may use executive session if the subject matter qualifies under Oregon law. Appropriate action may include, but is not limited to, holding a hearing, requesting additional information, and adopting the superintendent's [or designee's] decision. All parties involved, including the school administration, may be asked to attend a hearing for the purposes of making further explanations and clarifying the issues. The Board shall provide a written decision to the complainant within [30] working days following receipt of the appeal.

If the Board chooses not to hear the complaint, the superintendent's [or designee's] decision in Step 2 is final [2].

~~If a complainant is not satisfied with the decision at Step 2, the complainant may submit a written appeal to the superintendent or designee. Such appeal must be filed within 10 working days after receipt of the Step 2 decision. The superintendent or designee will arrange such meetings with the complainant and other affected parties as deemed necessary to discuss the appeal. The superintendent or designee shall provide a written decision to the complainant within 10 working days.~~

Step 4 ~~If a complainant is not satisfied with the decision at Step 3, the complainant may submit a written appeal to the Board. Such appeal must be filed within 10 working days after receipt of~~

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<sup>2</sup> [If the Board chooses to accept the superintendent's decision as the district's final decision on the complaint, the superintendent's written decision must meet the requirements of OAR 581-022-2370(4)(b).]

~~the Step 3 decision. The Board shall, within 20 working days, conduct a hearing at which time the complainant shall be given an opportunity to present the appeal. The Board may use executive session if the subject matter qualifies under Oregon law. The Board shall provide a written decision to the complainant within 10 working days following completion of the hearing.~~

The superintendent is authorized to amend these procedures (including timelines) when the superintendent feels it is necessary for the efficient handling of the complaint. Notice of any amendments will be promptly provided to the parties.

Complaints against the principal may start at Step 2 and may be filed with the superintendent [or designee]. The superintendent [or designee] will cause the required notices to be provided. The superintendent [or designee] will investigate the complaint and will notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law. If the complaint remains unresolved within [10] working days of receipt by the superintendent [or designee], the complainant may appeal to the Board in Step 3.

Complaints against the superintendent or a Board member (other than the Board chair) may start at Step 3 and should be referred to the Board chair on behalf of the Board. The Board chair will cause required notices to be provided. The Board chair shall present the complaint to the Board. The Board may use executive session if the subject matter qualifies under Oregon law. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within [20] days, in open session what action, if any, is warranted. The Board chair shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law.

Complaints against the Board chair may start at Step 3 and should be referred to the Board vice chair on behalf of the Board. The Board vice chair will cause required notices to be provided. The Board vice chair shall present the complaint to the Board. The Board may use executive session if the subject matter qualifies under Oregon law. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within [20] days, in open session what action, if any, is warranted. The Board vice chair shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law.

Direct complaints related to employment may be filed with the U.S. Department of Labor, Equal Employment Opportunity Commission or Oregon Bureau of Labor and Industries.

Direct complaints related to educational programs and services may be made to the Regional Civil Rights Director, U.S. Department of Education, Office for Civil Rights, Region X, 915 2nd Ave., Room 3310, Seattle, WA 98174-1099.

Additional information regarding filing of a complaint or report may be obtained through the principal, compliance officer or superintendent.

All documentation related to sexual harassment complaints may become part of the student's education record or employee's personnel file, as appropriate. Additionally, a copy of all sexual harassment

complaints or reports and documentation will be maintained as a confidential file and stored in the district office.

The superintendent shall report the name of any person holding a teaching license or registered with Teacher Standards and Practices Commission (TSPC) or participating in a practicum under Oregon Administrative Rule (OAR) Chapter 584, Division 17, when, after appropriate investigation, there is reasonable cause to believe the person may have committed an act of sexual harassment. Reports shall be made to TSPC within 30 days of such a finding. Reports of sexual contact with a student shall be given to a representative from law enforcement or Oregon Department of Human Services, as possible child abuse.

~~Complaints against the principal may start at step 3 and may be filed with the superintendent. The superintendent will cause the notice requirement identified in step 1 to be completed and the notice to the complainant when the investigation is initiated. The superintendent will investigate the complaint and will notify the complainant in writing when the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law. If the complainant remains unresolved within 10 working days of receipt by the superintendent, the complainant may appeal to the Board in step 4. Complaints against the superintendent may start at step 4 and should be referred to the Board chair on behalf of the Board. The Board chair will cause the notice requirements identified in step 1 to be completed and the notice to the complainant when the investigation is initiated. The Board chair shall present the complaint to the Board. The Board may use executive session if the subject matter qualifies under Oregon law. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. The Board chair shall notify the complainant in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law. After receiving the results of the investigation, the Board shall decide, within 20 days, in open session what action, if any, is warranted.~~

~~Direct complaints related to employment may be filed with the U.S. Department of Labor, Equal Employment Opportunity Commission or Oregon Bureau of Labor and Industries.~~

~~Direct complaints related to educational programs and services may be made to the Regional Civil Rights Director, U.S. Department of Education, Office for Civil Rights, Region X, 915 2nd Ave., Room 3310, Seattle, WA 98174-1099.~~

~~Additional information regarding filing of a complaint may be obtained through the principal, compliance officer or superintendent.~~

~~All documentation related to sexual harassment complaints may become part of the student's education record or employee's personnel file as appropriate. Additionally, a copy of all sexual harassment complaints and documentation will be maintained as a confidential file and stored in the district office.~~

~~The superintendent shall report the name of any person holding a teaching license or registered with Teacher Standards and Practices Commission (TSPC) or participating in a practicum under Oregon Administrative Rule (OAR) Chapter 584, Division 17 when, after appropriate investigation, there is reasonable cause to believe the person may have committed an act of sexual harassment. Reports shall be made to the TSPC within 30 days of such a finding. Reports of sexual contact with a student shall be given to a representative from law enforcement or Oregon Department of Human Services, as possible child abuse.~~

North Wasco County School District 21  
3632 West 10<sup>th</sup> Street  
The Dalles, Oregon 97058 - 541-506-3420

## SEXUAL HARASSMENT COMPLAINT FORM

Name of complainant: \_\_\_\_\_

Position of complainant: \_\_\_\_\_

Date of complaint: \_\_\_\_\_

Name of alleged harasser: \_\_\_\_\_

Date and place of incident or incidents: \_\_\_\_\_

\_\_\_\_\_

Description of misconduct: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Name of witnesses (if any): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Evidence of sexual harassment, i.e., letters, photos, etc. (attach evidence if possible): \_\_\_\_\_

\_\_\_\_\_

Any other information: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**North Wasco County School District 21  
3632 West 10<sup>th</sup> Street  
The Dalles, Oregon 97058 - 541-506-3420**

**WITNESS DISCLOSURE FORM**

Name of Witness: \_\_\_\_\_

Position of Witness: \_\_\_\_\_

Date of Testimony/Interview: \_\_\_\_\_

Description of Instance Witnessed: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Any Other Information: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_