

Equity Policy

It is the policy of this school to offer students the opportunity to participate in appropriate programs, services and activities without regard to race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, parenthood, pregnancy, disability, sexual orientation, or social and family background.

Students, while they are in school or participating in school-related activities, are entitled to an environment free of discrimination and/or harassment by other students or adult employees or volunteers.

Harassment includes, but is not limited to:

1. Slurs or innuendoes or verbal or physical conduct reflecting on an individual's race, ethnic background, gender or handicapping condition which has the purpose or effect of creating an intimidating, hostile or offensive educational environment; has the purpose or effect of unreasonably interfering with the individual's school performance or participation; or otherwise adversely affects an individual's educational opportunities.
2. The denial or provision of aid, benefits, grades, rewards, faculty assistance, services, or treatment on the basis of sexual advances or requests for sexual favors. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's educational career; submission to or rejection of such conduct is used as a basis for educational decisions affecting the individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's educational performance or creating an intimidating, hostile or offensive educational environment.

In determining whether alleged conduct constitutes harassment or discrimination, the totality of the circumstances, the nature of the conduct, and the context in which the alleged conduct occurred will be investigated. The investigation may appropriately be expanded to include other acts whenever violation appears to exist based on information received during the investigation. Additionally, the period of investigation will cover as much time as necessary to obtain sufficient evidence to make findings on the merits, or if the alleged violation could constitute a continuing violation or a pattern or practice of discrimination, and/or in order to determine the extent of a violation and fashion appropriate remedial relief.

Students shall be informed of the appropriate procedure to report violations of this policy in the Code of Student Conduct and by school personnel.

In any case which involves initial reporting of alleged sexual harassment, nothing in this policy or in any other policy or procedure shall require the individual alleging sexual harassment to present the matter to the person who is the subject of the Complaint.

Complaints of retaliation for filing a complaint of harassment or discrimination are filed via the process named herein.

The right to confidentiality, both of the complainant and of the accused, will be respected, consistent with the school's legal obligation to investigate complaints.

Procedures for filing Complaints and Investigation:

1. Students should promptly report complaints of harassment/discrimination to the Principal or a teacher.
2. Students must file their complaint within forty-five (45) calendar days of the date the student knew or should have known of the event(s) giving rise to the alleged violation.
3. A teacher who receives a complaint from a student shall forward that complaint to the Principal. If the Principal is the subject of the complaint, the teacher shall report to the CEO of the school.
4. The Principal will investigate all complaints filed by students.
5. Formal complaints involving student-to-student include, but are not necessarily limited to rape, attempted rape, threats of physical violence, repeated harassment or discrimination, or any complaint that cannot be resolved by the teacher.
6. Formal complaints involving adult-to-student include any action of a sexual nature or any action that denies a student access to education opportunities on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, parenthood, pregnancy, disability, sexual orientation, or social and family background.
7. If the complaint is not resolved by the Principal, the student may file a written appeal to the CEO of the school within ten (10) calendar days of receipt of the disposition by the administrative staff.
8. The CEO of the school shall determine the final disposition of the complaint.

A substantiated charge against a student shall result in suspension or recommendation for expulsion.

A substantiated case of a false claim in which a student willfully, intentionally, in bad faith wrongfully accuses another student or adult, shall result in suspension or recommendation for expulsion.

NOTICE OF EQUITY POLICY PROHIBITING DISCRIMINATION AND HARASSMENT IN EDUCATION

Discrimination and Sexual Harassment is prohibited. This includes student-to-student; adult to student; adult to adult.

DEFINITION-DISCRIMINATION

Discrimination against students and/or the opportunity to participate in appropriate programs, services and activities on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, parenthood, pregnancy, disability, sexual orientation, or social and family background is strictly.

Discrimination against adults (applicants, volunteers, employees or contractors) on the basis of race, sex, color, national or ethnic origin, disability, age, religious beliefs, or marital status is prohibited.

DEFINITION-SEXUAL HARASSMENT

Sexual Harassment by an employee or student to another individual (student or adult) is strictly prohibited. Sexual Harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, educational success, or participation in school related activities, or
2. Submission to or rejection of such conduct by an individual is used as the basis for employment/educational decisions affecting such individual, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, participation in school and school-related activities, or creating an intimidating, hostile, or offensive working or educational environment.

COMPLAINT PROCEDURE:

Every effort should be made to resolve the problem with the teacher first and then with the Principal. Students should submit a written report to a teacher or Principal. Adults may file a complaint to the Principal. If the situation cannot be resolved at this level, a Formal Complaint should be directed to the CEO.