Unlawful Harassment, and Retaliation for Students

Adapted from Board Policy G-19

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Salt Lake City School District’s policy is to provide a work and school environment without unlawful discrimination, harassment, or retaliation. All reports of violations of this policy will be investigated and steps will be taken to stop violations as appropriate.

## Discrimination AND HARASSMENT

Negative conduct or conduct that is demeaning or insulting, and occurs substantially because of a person’s age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, or veteran status.

**Prohibited Conduct may include the following**:

* Foul or obscene language or gestures
* Display of offensive pictures, posters, or objects
* Offensive verbal harassment (teasing, questions)
* Jokes or comments which are offensive
* Writing offensive messages anywhere
* Searching for inappropriate materials on the computer
* Bullying and name calling

Examples include, but are not limited to:

If another person calls you names because of your color and/or race.

If someone makes fun of you because you have a learning disability.

If someone calls you a name because of religious clothing you wear, like a hijab or yarmulke.

If someone writes a negative comment or shows others negative images about your color, gender, disability, and/or orientation etc.

Conduct that makes you uncomfortable, such as any: touching, pinching, blocking, hand or body gestures;

Images shown to you in text messages, posters, pictures, or objects that make you uncomfortable;

Any kind of romantic or physical interaction with an employee, teacher, or principal.

## Retaliation

Students and adults working at the school are prohibited from retaliating against any person who reports a violation or is a witness to a violation. Do not be scared to report something that makes you uncomfortable. You will be protected from retaliation if you make a complaint.

Examples include, but are not limited to:

John complained to the counselor because Kim is touching his leg and it makes him uncomfortable. Kim cannot act out against John.

Chelsea complained to her teacher because Jessica showed her a picture that made her uncomfortable. Jessica cannot act out against Chelsea.

## Bullying, cyber-bullying, hazing, and abusive conduct prohibited, Board Policy G-20:

Students are not to engage in any negative written, verbal, nonverbal, or physical conduct directed toward a school employee or student. Such conduct may be considered abusive conduct, bullying, cyber-bullying, or hazing. If the conduct occurs because of a student’s protected categories, the conduct may also be discrimination or harassment. Examples include:

* Punching, kicking, or hitting another student or employee;
* Damaging another’s property;
* Acting out towards another in an attempt to make a student or employee fearful;
* Using the internet, a cell phone, or another device to post information that will hurt, embarrass, or threaten another individual; and
* Forcing another individual to do certain acts in order to be part of your team, affiliation, club, or program.

## Reporting and Confidentiality

* If something makes you uncomfortable, please tell a teacher, parent, and/or to the school principal as soon as possible.
* If you tell someone information, they may have to tell your parents and/or others to make sure that you are provided with help. We may not be able to keep the information you tell us a secret.

I understand this policy. I understand that I am to treat everyone with respect and not use words or actions to hurt anyone. I understand that I can tell an adult if anyone is harassing me. I understand that if I violate school policies and rules, I may be disciplined, per Board Policy S-3. A complete copy of S-3, G-19, and G-20 are included in the student handbook and can be found online here: <http://www.slcschools.org/policies/#.WYxszmaouUk>.

## Student Signature

Student Signature Date

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Whitney Banks, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.