



**OFFICE OF THE SUPERINTENDENT**

814 Shanahan Road, Suite 100

Lewis Center, OH 43035

To members of the Olentangy community,

The Olentangy Local School District values the contributions of all students, faculty, staff and visitors. Racial harassment, a form of racial discrimination, denies students the right to an education and restricts employees from carrying out the district's mission, which is to facilitate maximum learning for every student.

The Olentangy Board of Education has three policies addressing harassment: 3362, 4362 and 5517. These policies define racial harassment as the following:

*Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.*

Olentangy is dedicated to vigorously enforcing all of its anti-harassment policies and encourages anyone who feels they have been harassed or may have witnessed harassment to report the incident to the appropriate building principal or assistant principal.

Olentangy works to create an atmosphere of respect for human dignity and value. We ask for and appreciate the assistance of all our stakeholders in fostering an environment that will help all of our students reach their potential.

Sincerely,

Linda K. Martin  
Assistant Superintendent