

POST FALLS SCHOOL DISTRICT NO. 273

Series 400: Certified Personnel: Instructional Considerations

Policy No. 405.17

Policy Title: Harassment/Sexual, Racial, Ethnic and Other

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It is the policy of the Board of Trustees to promote working and learning environments free from sex and gender-based harassment, discrimination, and retaliation, and to affirm the Post Falls School District's commitment to non-discrimination, equity in education and equal opportunity for employment.

All persons are to be treated with respect and dignity.

Post Falls School District is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, which are free from sex and gender-based harassment, discrimination, and retaliation. Accordingly, the District prohibits harassment and discrimination on the basis of sex, sexual orientation, gender, gender identity, and pregnancy, as well as retaliation against individuals who report allegations of sex and gender-based harassment and discrimination, file a formal complaint, or participate in a grievance process.

Students, employees, or other members of the District community who believe they have been subjected to sex or gender-based harassment, discrimination, or retaliation should report the incident to the Title IX Coordinator, who will provide information about supportive measures and the applicable grievance process(es). Violations of this policy may result in discipline for both students and/or Post Falls School District employees.

Unlawful harassment and discrimination will not be tolerated.

Legal References: Title VII, Civil Rights Act of 1964 as amended, I.C. Title 67, Chapter 59

20 U.S.C. §§ 1681 - 1682

Title IX of the Education Amendments of 1972

34 CFR Part 106

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

Applicable Procedural Regulations: 405.17a

Date of Adoption: 11/13/95

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