



Dear parents, staff, and students,

The Davis School District is committed to creating and maintaining a safe and welcoming environment for all students that is free from harassment and discrimination. The District has a duty to promptly and appropriately investigate and resolve any complaints of discrimination, including harassment on the basis of race, color, national origin, sex (including sexual orientation and gender identity), religion and disability (“Protected Classes”). The District requires staff and encourages students and parents who believe a student was subjected to harassment or other discrimination to file a complaint or report it to the OEO.

This past school year, the District created a new department, the Office of Equal Opportunity (OEO), dedicated to receive, investigate, and resolve complaints of student-on-student and staff-on-student harassment and other discrimination, and to address any hostile environment related to or arising from such harassment. The District has also created an electronic central reporting system that allows students, parents, and staff to submit complaints to school and District leaders so that the District may track and address complaints received.

Complaints of harassment or discrimination on the basis of a Protected Class can be submitted in any of the following ways:

- Through the new central reporting system, hdrs.davis.k12.ut.us
- Email to: OEComplaints@dsdmail.net
- Contact the District’s OCR Office by phone at (801) 402-5357.
- Report to administrators verbally or in writing
- Report to any school staff verbally or in writing

The District will conduct a prompt and thorough investigation into any complaints in accordance with the district’s new non-discrimination policy and procedures, District Policy 11IR-100. The policy includes an appeal process.

Beginning this 2022-2023 school year, and then each semester, the District will host multiple outreach events at schools across the District to explain the new policies, procedures, and supports to students and families. The District is also seeking engagement from parents and community leaders as it reviews its policies, practices, and procedures. Further information regarding community involvement will be forthcoming.

For more information regarding the Settlement Agreement entered into between the District and the Department of Justice and the steps the District is taking to address the issues of racial harassment in our schools, see: [Summary of Settlement Agreement](https://tinyurl.com/36k4vcu6) (tinyurl.com/36k4vcu6) and [Settlement Agreement](https://tinyurl.com/57rnd7be) (<https://tinyurl.com/57rnd7be>). For the District’s response, see former Superintendent Newey’s letter: (<https://tinyurl.com/yckw8ed9>).

It is the intent of the Davis School District and its Board of Education to do better at protecting all students in the district from harassment and discrimination of any kind. The District is committed to making its schools a safe educational environment for everyone.