

## REPORTING BULLYING, DISCRIMINATION, HARASSMENT, AND HAZING

The Board of Education is committed to providing a safe, positive, productive, and nurturing educational environment for all students and an education and work environment free from all forms of unlawful harassment. All students, administrators, teachers, staff, and all other school personnel are required to report any form of unlawful harassment, discrimination, bullying, or hazing.

### BULLYING

**Definition:**  
Inappropriate conduct that is repeated enough, or serious enough, to negatively impact a student's educational, physical, or emotional well being.

### HARASSMENT AND DISCRIMINATION

**Definition:**  
Discriminatory or harassing conduct based upon an individual's race, color, national origin, sex (including sexual orientation and gender identity), disability, age (except as authorized by law), religion, ancestry, or genetic information.

### SEXUAL HARASSMENT

**Definition:**  
Conduct on the basis of sex that satisfies one of the following:  
1. quid pro quo sexual harassment  
2. unwelcome conduct that is severe, pervasive, or objectively offensive; or  
3. sexual assault, dating violence, domestic violence, or stalking.

### HAZING

**Definition:**  
Any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm, regardless of whether permission or consent was given.

## REPORTING

If a staff member is approached by a student who has a complaint or expresses a need for accommodations based upon the student's protected class (e.g., disability, religion, or sex, including sexual orientation or gender identity) the staff member must report that need immediately to the building principal, compliance officer, or Title IX Coordinator (for complaints of sexual harassment).