

POST FALLS SCHOOL DISTRICT NO. 273

Series 500: Student Policy: Conduct/Discipline

Policy No. 504.11

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. Unlawful harassment and discrimination will not be tolerated. Harassment and discrimination are prohibited.

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.

It is the policy of the Board of Trustees to recognize and celebrate cultural diversity in the Post Falls School District. Every student shall have the right to learning experiences infused with the value of cultural diversity. All educational programs and activities within the Post Falls School District are made available to all qualified persons without regard to sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color or disability.

Legal References: Title IX of the Education Amendments 1972
 Idaho Code, 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: 504.11a, 504.11b

Date of Adoption: 11/13/95

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