



Statement on Discrimination and Harassment

In our pursuit of excellence in our community, Davis School District prioritizes safety and belonging as foundational to a child's emotional and academic development. Our administrators, teachers, and staff stand firmly against any form of harassment or discrimination that affects a child's learning experience in our schools. Our primary duty and responsibility are to create a safe environment for every child. A single student experience with harassment is intolerable and contrary to our mission. Achieving our ideal starts by acknowledging that harassment persists within our schools. We have heard the voices of our students who tell us we have more work to do.

Our district has proactively implemented processes and systems to address bullying and harassment systematically. Our approach is exemplified by our Harassment and Discrimination Reporting System (HDRS) that empowers students, parents, staff, or community members to report concerns promptly and securely. We are working hard so that each report is immediately and thoroughly investigated. The investigations are overseen by the Office of Equal Opportunity, ensuring a fair and unbiased resolution. Any family with a concern about the outcome or process of any investigation may also appeal the determination, in keeping with the procedures outlined in Policy 11IR-100.

We commit to thoroughly addressing any instances of discrimination or harassment. Should you encounter issues related to harassment or discrimination based on characteristics such as race, color, national origin, sex, including sexual orientation or gender identity, religion, or disability, please report them promptly using our HDRS system by scanning the QR Code included below or accessing our website at <https://hdrs.davis.k12.ut.us>.



While the reporting and resolution of harassment cases are vital initial steps in creating safe havens for all children, our commitment doesn't end there. Our schools are diligently planning engagement opportunities that build two-way bridges of communication and learning. We are also implementing programs and activities to reinforce positive behaviors and interactions among students. Our teachers and staff will continue to actively engage in targeted training and professional development sessions that center around cultivating environments of belonging and inclusion, including the obligation to report all incidents of harassment and discrimination and to uphold the standards of our school community. These actions will ensure that our commitment to inclusion isn't just a statement but an ongoing practice.

It is the genuine intention of the Davis School District and its Board of Education, to exceed expectations in safeguarding every student from all forms of harassment and discrimination. We sincerely appreciate your continued support and shared dedication to our students.

Dr. Dan Linford
Superintendent