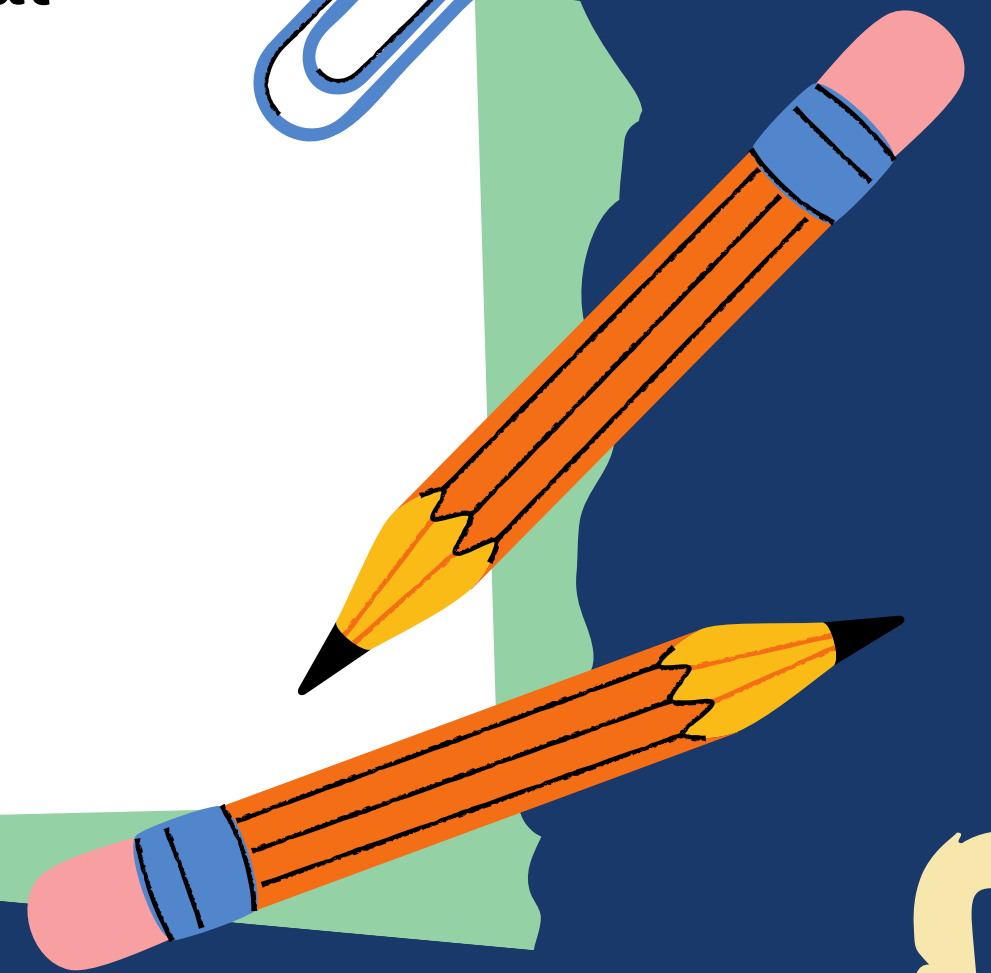
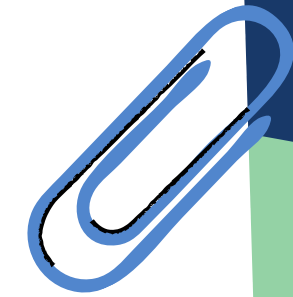
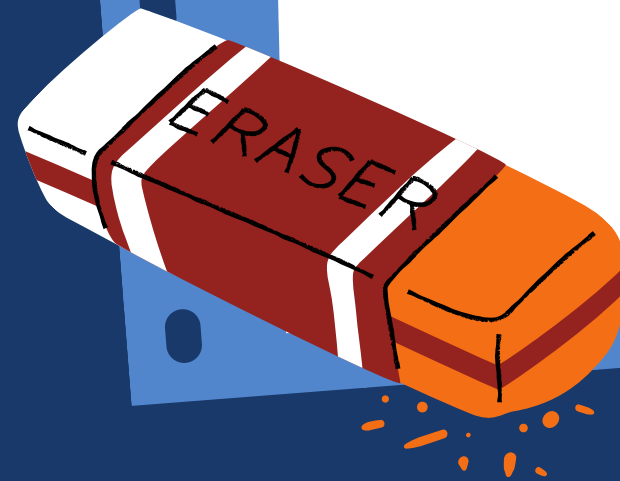




# **Cultivating Awareness for a Respectful Environment**

**Davis School District Office of Equal  
Opportunity**






# **Our Vision**

**Every student in Davis School District knows they belong and that school is a safe place for them to be.**

**To this end, the District prohibits discrimination and harassment on the basis of race, color, national origin, sex (including sexual orientation and gender identity), disability and religion ("Protected Classes"). Protected Classes include every student, every race, every color.**



# **What is Discrimination?**

**Discrimination is the unjust or  
prejudicial treatment of  
individuals on the grounds of  
membership in a  
Protected Class.**

# What is Harassment?



**Harassment is objectively offensive conduct based on a student or group's Protected Class. Harassment need not include intent to harm, be directed at a specific person, or involve repeated incidents.**



# Is Harassment the same as Bullying?

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**"Bullying" means behavior that is done to cause a student or staff member to fear for their physical safety, harm their property, and is intended to cause distress and an imbalance of power. Bullying is behavior that is not necessarily on the basis of a Protected Class.**




**If a student bullies someone on the basis of that person's race or color, national origin, sex, disability, or religion, it is defined as harassment.**






# **How is the District addressing harassment & discrimination in schools?**

**The District has implemented district-wide training for students and staff to empower them to recognize and report harassment and discrimination.**



**The District has also created the Office of Equal Opportunity (OEO) to respond to, investigate and resolve complaints of student-on-student and staff-on-student harassment and discrimination.**



# Office of Equal Opportunity

The work of the Office of Equal Opportunity, or OEO, is governed by **District Policy 11R-100**, which prohibits harassment and discrimination in all District schools. You can find the policy here:



# How can my student or I report harassment or discrimination?

1. Go to the District's homepage at <https://www.davis.k12.ut.us/>.



2. Click on "HDRS" (Harassment and Discrimination Reporting System) at the very top of the page on the far right-hand side of the blue banner.



3. Fill out the form (including as many details as possible) and click "Submit Report. " The report will then be sent to the Office of Equal Opportunity for review and next steps.





# OEO Investigation Terms to Know

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**Complainant** - a student who has allegedly been the subject of harassing or discriminating actions on the part of another student or staff member.

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**Respondent** - the student or staff member who has been reported to have harassed or discriminated against the Complainant.

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**Witness** - a student or staff member who may have details about the harassment/discrimination that was alleged to have occurred.

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**Reporter** - A student or staff member who reports an incident involving alleged harassment or discrimination who was not the subject of the reported behavior

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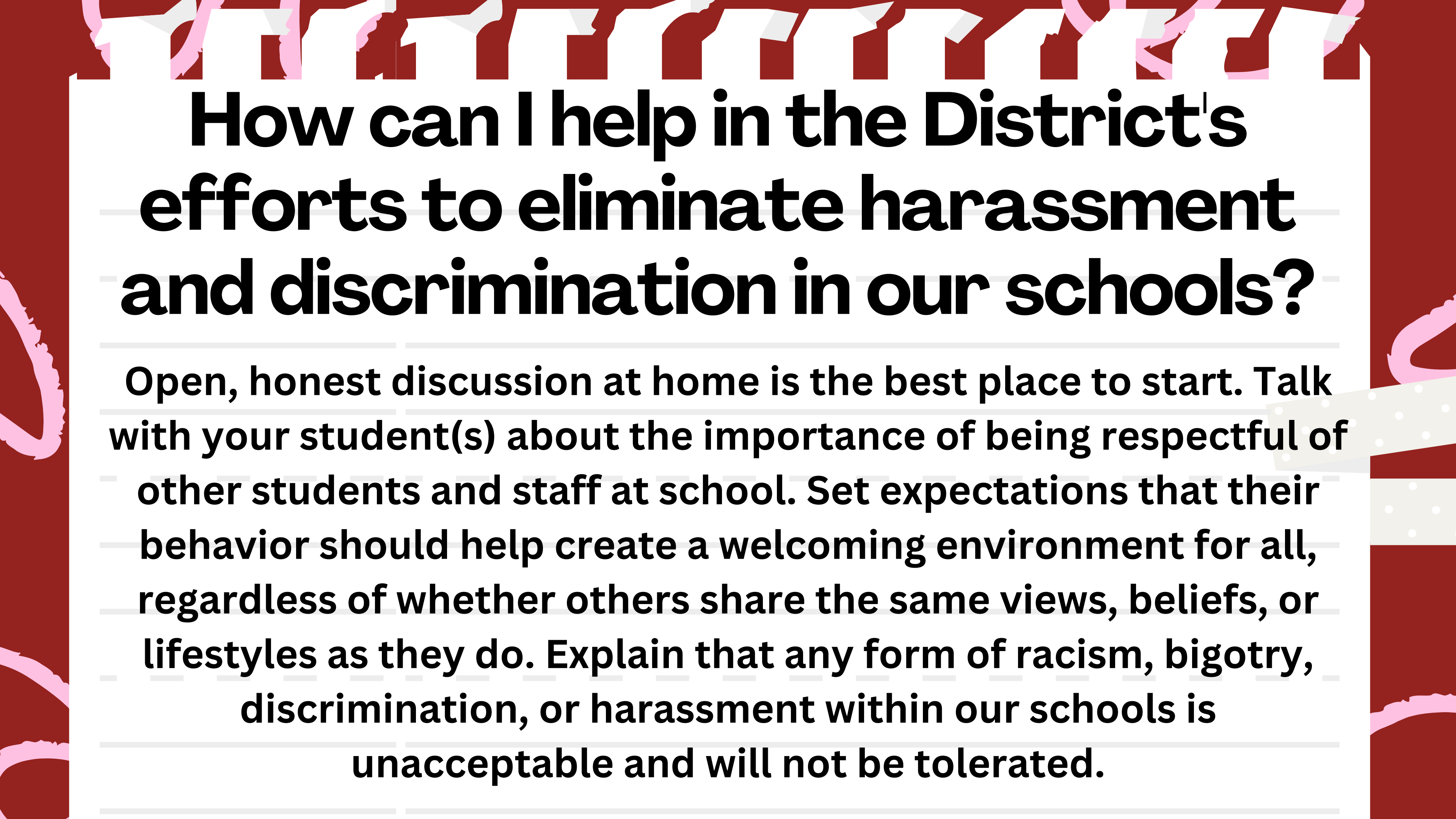
# More OEO Terms to Know

**Supportive Measures** - measures the school takes to help ensure students feel safe at school after an incident has occurred. These can include check-ins, counseling, no-negative contact contracts, modifications of class schedules, extensions of deadlines, alternate work environments, escorts for passing periods, a school safety plan, a change in location for recess or lunch, etc.

**Disciplinary Measures/Mandates** - corrective action for having engaged in harassment/discrimination that is intended to prevent the behavior from recurring. This can include (but is not limited to) verbal correction, explanation of why behavior is inappropriate, a review of Policy 11IR-100 (the District's Non-Discrimination policy), educational interventions, written apologies, detention, community service, in-school or out-of-school suspension, restorative intervention programs, and, in very extreme cases, consideration for expulsion.

# **What can I expect during an OEO Investigation?**

- If your student is a Complainant or Respondent you will be contacted by a school administrator to make you aware of the incident and to discuss next steps. Your student will have the opportunity to share their side of the story as information is collected during the investigation process. You will receive an email from your school administrator following up about the investigative process at the beginning of the investigation and a Notice of Conclusion email from OEO at the end of the Investigation.**



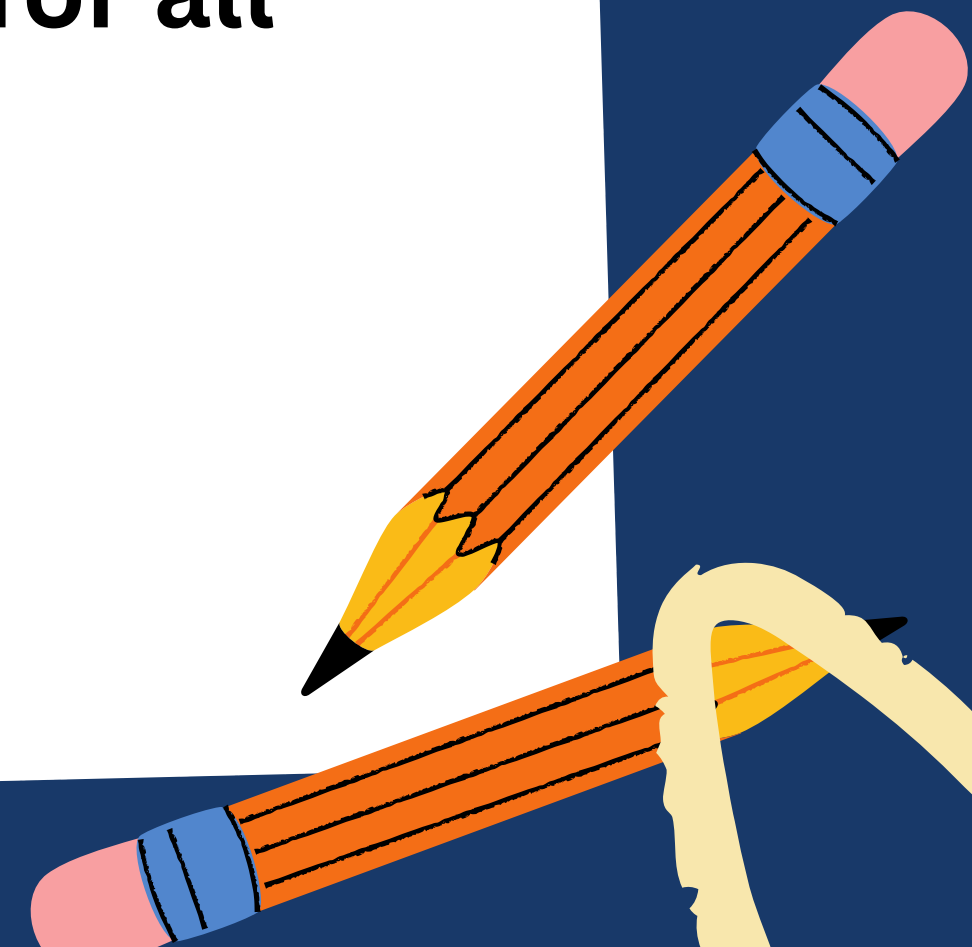
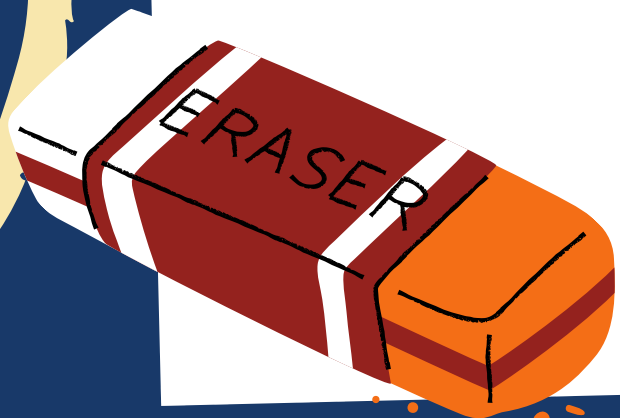
# **How can I help in the District's efforts to eliminate harassment and discrimination in our schools?**

**Open, honest discussion at home is the best place to start. Talk with your student(s) about the importance of being respectful of other students and staff at school. Set expectations that their behavior should help create a welcoming environment for all, regardless of whether others share the same views, beliefs, or lifestyles as they do. Explain that any form of racism, bigotry, discrimination, or harassment within our schools is unacceptable and will not be tolerated.**



# Questions?

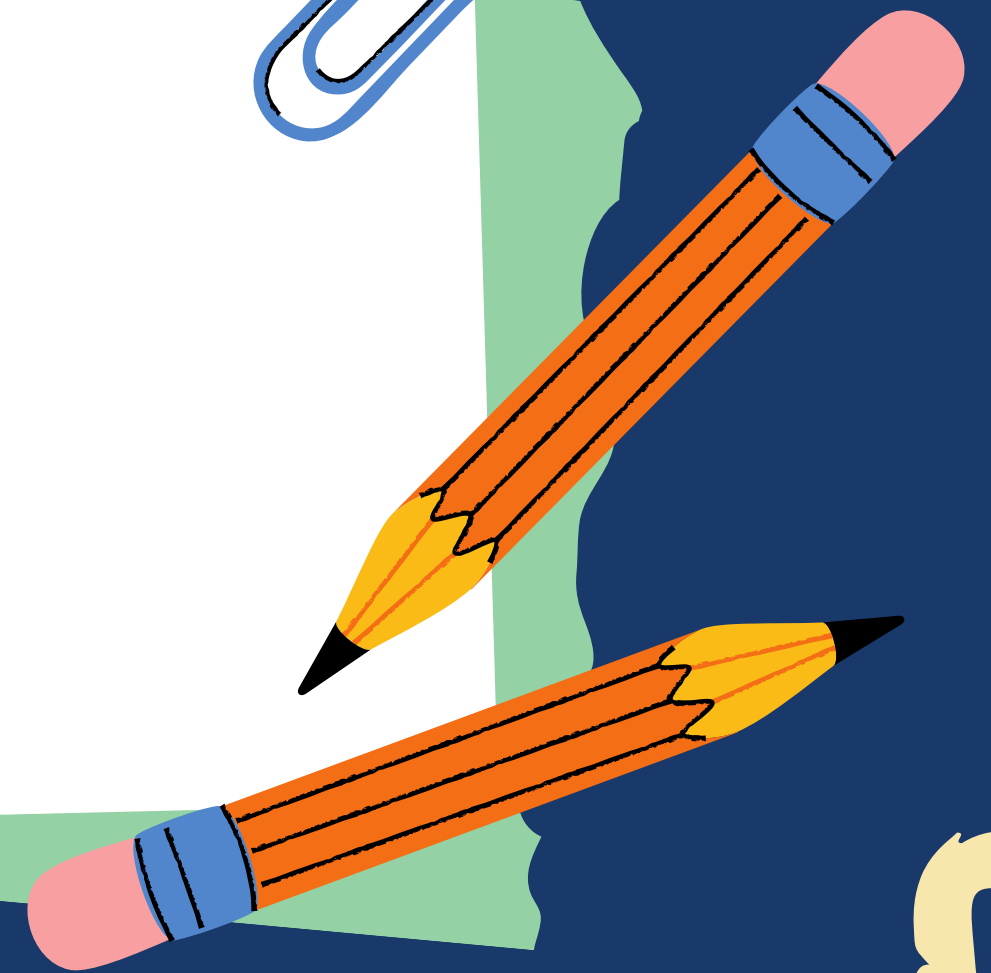
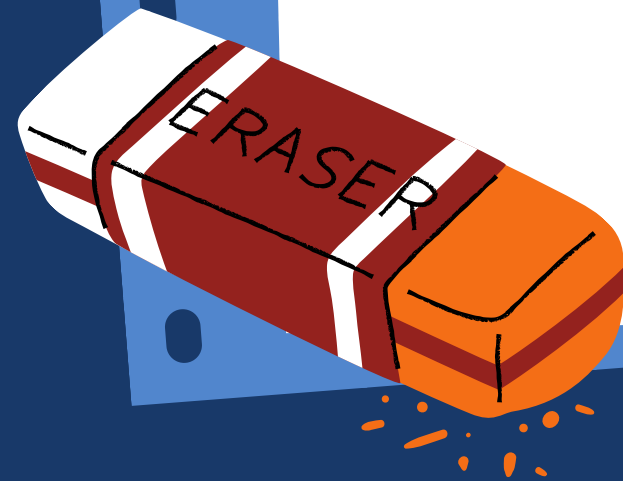
**Reach out to your school administrator or the Office of Equal Opportunity at 801-402-8700. We are here to help! We are committed to making school a safe and welcoming environment for all**







# Multicultural Advisory Council



**Who are  
members of the  
Legacy MAC and  
how can they  
help the school?**

Students can give us ideas to help improve the school.

Help us recognize all cultures and all backgrounds.

Talk with us about concerns that you have at school that we can give to the principal / administration.



**Plan activities each month to  
celebrate cultures and  
backgrounds.**

**Some examples.....**



**This month....**

**In celebration of  
Hispanic Heritage Month  
we had a Mariachi Band  
play music during lunch in  
honor of Hispanic  
Heritage Month.  
Students LOVED IT!!**





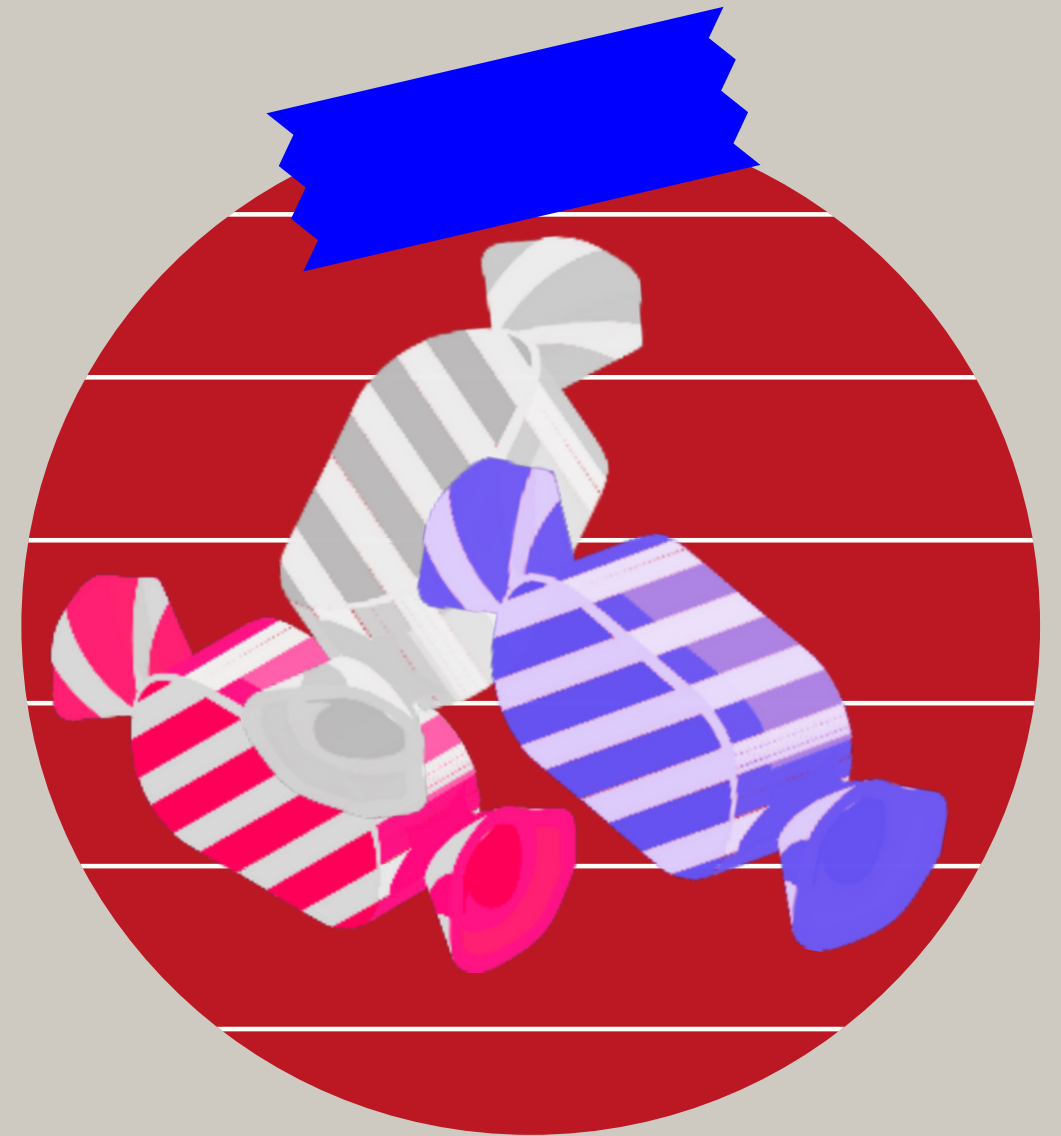
**September 27th**

**In honor of American  
Founders and  
Constitution Month**



**Greatest songs  
about America  
will be played at  
lunch!**

**Good old salt water taffy, an  
American legend since the 1800's,  
will be passed out during lunch.**





# Future Plans...

