

GUAJOME PARK ACADEMY

STUDENTS and STAFF

NON-HARASSMENT AND NON-DISCRIMINATION POLICY

Guajome Park Academy is committed to providing an academic environment that is free from all forms of intimidation, exploitation and harassment, including sexual harassment. In keeping with that commitment, the school maintains a strict policy prohibiting harassment based upon race/color, national origin, ancestry, sex/gender, sexual orientation, citizenship, age, religion, disability, medical condition, or any State protected class.

This policy prohibits all types of harassment, including verbal, physical, and visual harassment. Any student who believes that he/she has been the victim of unlawful harassment should immediately report the matter to **JUDD THOMPSON, HEAD OF SCHOOL**, by calling (760) 631-8500 ext. 1062 or by email thompsonju@guajome.net

The confidentiality of the information received and the privacy of the individuals involved will be protected and honored to the extent which is possible. The exceptions would include disclosures required by law or as to those individuals who need to know within the context of an investigation, analysis, appeal of sexual harassment allegations, or prevention or correction of misconduct. Some allegations may be so egregious as to require a GPA investigation, regardless of an individual's desire to remain anonymous or not process a complaint. Therefore, confidentiality is not guaranteed.

If an individual informs a GPA administrator or employee about alleged harassment but asks the matter be kept confidential and no action be taken, GPA must still discharge its duty to prevent and correct harassment.

Complaints of harassment will be promptly investigated and appropriate corrective action will be taken. Anyone who violates this policy will be subject to discipline, up to and including dismissal or expulsion. In all instances of alleged harassment involving members of the GPA community, such incidents shall be reported immediately by the teacher, Administrator or designee, or Counselor receiving such allegations to the Superintendent and/or designee.