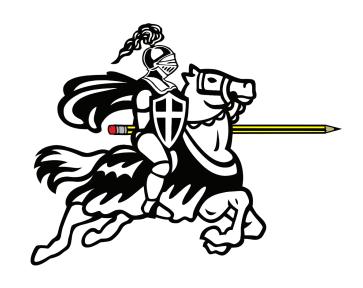
Rock Ridge Elementary School



2022-2023 Parent Handbook

Rock Ridge Elementary School



Emily Chilton Principal

Lauren Byrum Assistant Principal Tynisha Woodard Secretary/Bookkeeper

6605 Rock Ridge School Road Wilson, N.C. 27893 Phone: 252-399-7955 Fax: 252-399-7995

Cafeteria Phone: 252-399-7958

Before and After School Care Program: 252-230-6607

Vision Statement

Rock Ridge Elementary will provide students with an opportunity to become independent lifelong learners, with 21st century skills, who are critical thinkers and collaborative workers that can adapt to a changing world.

Mission Statement

Rock Ridge Elementary is a community supported school where a positive, safe, and respectful environment is critical to the success of all students. We value the importance of building relationships by accepting and embracing all people, which provides for equitable opportunities for each and every student.

Rock Ridge Motto "We ROCK at the Ridge!"

We...

Respect ourselves and others Obey our teachers Care about the feelings of others Keep our school neat and clean at the Ridge! Dear Parents and Students,

Welcome to Rock Ridge Elementary School - a 2015 National Blue Ribbon School! We look forward to the new school year with great excitement and anticipation!

At Rock Ridge Elementary, the partnership of a dedicated staff and a supportive community provides each student with vast opportunities for academic achievement and social growth. Our staff is committed to quality instruction and innovative programs to create a successful learning environment for all children.

Our staff is also committed to continuously improving home and school communication. We feel that strong support and positive cooperation between home and school will result in the understanding of our high expectations, instructional requirements, school guidelines, and classroom goals by both parents and students.

We urge each parent to become involved and help us achieve our goals. We depend on parents and families to reinforce the importance of effort, attitude, and behavior with your child. Your child's success in school depends on the cooperation of the home and school as we work together in the best interest of all our students. It is our sincerest desire to help each child develop his or her potential in a warm, caring, educational environment.

The Rock Ridge staff values the community and parental involvement at our school. This support is needed to maintain the excellent parental and community support which has been a tradition at Rock Ridge for many years.

With everyone working together, Rock Ridge will continue to be an awesome place to grow and learn!

Sincerely,

Emily W. Chilton

Our Core Values and Beliefs

We believe these things about people: All people have worth; All people can learn and succeed in different ways at different times; All people grow and learn best in a caring, inviting, respectful and disciplined environment that ensures success.

We believe these things about human behavior: Diversity within our community enriches and strengthens our society and requires interaction and collaboration among all people; Change is inevitable and requires courage and innovation for personal growth and progress; Ethical conduct is a necessary foundation for all human relationships; Individuals are ultimately responsible for his/her actions.

We believe these things about quality: Learning is a lifelong process that enhances the quality of life; Powerful relationships exist between the expectations and levels of performance; Striving for the best is always worth the effort; Effective communication is vital to a person's and organization's productivity; Success breeds success.

We believe these things about partnerships: Shared vision coupled with teamwork strengthens an organization's purpose and effectiveness; Education is a shared responsibility and a vital function of the entire community; All people are responsible for contributing to the community; The family is the primary influence in the development of every individual.

Rock Ridge Elementary School Parent Involvement and PTO Policy

Rock Ridge Elementary School believes that the education of children is a cooperative effort between parents and schools. Parents are their children's first teachers and involvement by parents improves the educational achievement of their children. We believe that the involvement of parents increases the effectiveness of the program and contributes significantly to the success of the children. The Rock Ridge School staff will strive to involve parents in activities throughout the school year.

At Rock Ridge Elementary, we see our parents as valued partners in the educational journey of your child. We invite parents to give input into the development of their children's instructional programs. Input is solicited through surveys and Parent Link phone calls. Parents are invited to confer with teachers and administrators. Parents are asked to be active members of various committees at both the school and county level. Parent workshops are held throughout the year. Parents are encouraged to serve as volunteers in school activities and in the classrooms, if needed.

Communication to promote parental involvement includes:

- Student/Parent Handbook
- School-Parent-Student Compact
- Notes/letters sent to parents
- Tuesday folders sent home weekly
- Notification of student progress each nine weeks
- Phone communication
- Translation at meetings and conferences
- Written and phone messages soliciting volunteers and committee members
- Facebook
- Classtag
- PTO Meetings
- Curriculum Nights
- Parent/Teacher Conferences

Parents may also contact the principal or PTO officers to offer input. We encourage all of our parents to become involved in our PTO. PTO Committee Meetings will be held throughout the year in an attempt to keep our parents and school connected. Please mark your calendars and join us.

PTO Board Members:

Principal Emily Chilton
PTO President Amanda Metts
Vice President Allison Williams
Secretary Ashlie Pope
Treasurer Krista Batten

Rock Ridge School Important Dates 2022 - 2023

Holidays and other Special Days

First Day of School

Labor Day

Veteran's Day Holiday

Thanksgiving Break

August 29, 2022

September 5, 2022

November 11, 2022

November 24 - 25, 2022

Winter Break December 23 - January 6, 2023

Martin Luther King, Jr Holiday

Spring Break

April 7 - 14, 2023

Memorial Day Holiday

May 29, 2023

Kindergarten Awards Program

First Grade Awards Program

Second Grade Awards Program

Third Grade Awards Program

Fourth Grade Awards Program

Fourth Grade Awards Program

Fifth Grade Awards Program

June 6, 2023 @ 10:00

June 6, 2023 @ 10:00

June 6, 2023 @ 1:00

Last Day of School June 7, 2023

Optional Teacher Workdays

November 8, 2022 January 4, 2023 February 20, 2023 March 17, 2023

Early Release Days for Students @ 1:00

October 21, 2022 November 23, 2022 December 22, 2022 June 7, 2023

School Activities and PTO Programs

Handbook / Get Connected Night	September 1, 2022	6:30 pm
Open House / Title 1 Meeting	September 8, 2022	6:30 pm
K - 2 Reading Night	September 22, 2022	6:30 pm
Third Grade Transition Parent Night	October 13, 2022	6:00 pm
3 - 5 Math Night	October 13, 2022	6:30 pm
Fall Festival	November 10, 2022	5:00 pm
Fourth and Fifth PTO Program	December 8, 2022	6:30 pm
Second and Third PTO Program	February 23, 2023	6:30 pm
Second Grade American Jubilee	March 10, 2023	1:30 pm
Field Day	April 6, 2023	School Day
Steam Night	April 20, 2023	6:30 pm
Kindergarten and First PTO Program	May 11, 2023	6:30 pm

School Day

- Students may enter the building beginning at 7:30 am. They will go directly to their classrooms, eat breakfast and begin morning work.
- You must apply for Before School Care and pay for services if your child needs to arrive at school before 7:20 am.
- Breakfast is served at kiosks stations within the building. Students pick up their breakfast on the way to their classrooms and eat once they arrive.
- The school day begins at 8:00 am. Our morning broadcast and announcements will begin at 8:00 am.
- Students who arrive after 8:00 am and/or leave before 3:00 pm are considered tardy.
- Students are required to walk to class, independently, each morning.

Checking Student In/Out

- Students who arrive after 8:00 am must be signed in by a parent in the front office. Parents are expected to park, walk their child into the building, and sign them in.
- On normal school days, students are not allowed to be checked out after 2:30 pm.
- Students are only allowed to be checked out after 2:30 pm on school PTO program days, awards day, or field day. On the days listed above, parents will check their child out with the homeroom teacher. If checking out a sibling at the same time, please send a note to let their teacher know in order to help this process run smoothly. The sibling will be checked out in the front office.

<u>Transportation</u>

- Transportation to and from school should be as consistent as possible throughout the school year.
- Students are required to have a handwritten and signed note from a parent to change their method of transportation to or from school. This also goes for students riding home from school with another family than they normally do (friend, aunt, uncle, etc.)
- Please do not email, send a Class Dojo message or call for any transportation changes during the school day. We will not accept transportation changes made in any of the ways listed above.
- Phone calls to change a child's method of transportation will only be accepted for emergencies and should not occur more than once per year.
- Students must ride the bus they are assigned to and may not ride a different bus to go home with someone for a visit.

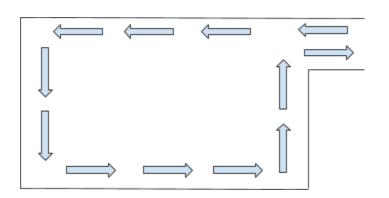
Dropping off and Picking Your Child Up From School

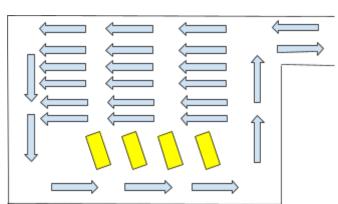
annival to School

- Students can enter the building beginning at 7:30 am.
- There will be no parking and walking students up to the building.
- In the car line, please do not try to pass the car in front of you. Follow new traffic pattern.
- When exiting the parking lot, you will only be allowed to turn right.
- Car line students will enter the building through the gym and will follow pathways to their classrooms.
- Be patient and alert in the car line.
- Be kind and allow those who need to turn in from the median turn lane to turn in
- See traffic flow below...
- Bus riders will enter the building through the front breezeway and will follow the correct pathway to class.

Dismissal at School

- Students will dismiss at 3:00 pm.
- There will be no parking and walking up to the building to pick up students. All car riders will travel through the car line.
 Daycare vans will pick up in the front lot.
- Please have the yellow car rider sign visible.
- Parents will line up in one of six rows to wait to pick up your child (as if you are lining up at the bank). Please do not go past the last cone in each line. Our buses will need room to exit the parking lot safely.
- When exiting the parking lot, you will only be allowed to turn right.
- Car and bus riders will exit the building from the gym or the back hall.
- Be patient and alert in the car line.
- Be kind and allow those who need to turn in from the median turn lane to turn in.
- See traffic flow below...





School Bus Policies and Rules

- Riding to and from school is a privilege. You must be a responsible passenger.
- There are rules that are designed for the discipline and safety of school bus passengers. It is the driver's, the parent's, and the principal's responsibility to see that each student knows these rules. By setting a good personal example, the driver, with the aid of the principal, should insist that these rules are followed.
- In meeting the school bus, passengers should:
 - 1. Be on time.
 - 2. Stand on the side of the highway and in no way interfere with traffic. Cross the road under protection of the stop arm.
 - 3. Wait for their turn while getting on the bus.
- On the bus, passengers must observe regular classroom conduct. The following rules should also be observed.
 - 1. Take assigned seat. Remain seated while the bus is moving.
 - 2. Do not disturb the driver or other passengers on the bus.
 - 3. Do not extend hand or arm out of the window.
 - 4. Keep hands and feet to yourself.
 - 5. Keep the bus clean and sanitary. No eating on the bus.
 - 6. Do not use profane or indecent language.

Bus Discipline Policy

Disciplinary action on the bus will follow WCS discipline policies. First offenses will consist of student and parent contacts. In the case of fighting or other severe bus behavior violations, the principal has the authority to immediately suspend the student from riding the bus. If a student's school bus behavior cannot be brought under control, bus privileges may be suspended indefinitely.

Attendance

- Under state law, students in grades K-5 are required to attend school.
- If a child has more than 27 absences in one year, he or she may be retained.
- If your child is absent from school, please send a note explaining the reason for the absence within 3 days of their return to school. This could be a doctor's note or a handwritten note by the parent.
- Please keep children home when they are not feeling well...especially when they are vomiting, have diarrhea, and/or a fever over 100 degrees.
- Students are welcome to return to school once they have been fever free for 24 hours without medication.
- Students are expected to make up all missed assignments from absences within 5 school days.
- If your child is being tested for Covid, please reach out directly to Mrs. Chilton to discuss proper protocols, including return to school dates.
- Valid reasons for excused absences include:
 - Illness or injury
 - o Isolation ordered by State Board of Health
 - Death in immediate family
 - Emergency medical or dental appointment
 - Participation in a court proceeding
 - Observance of religious event/holiday
 - Participation in a valid educational opportunity
 - Please note family vacations to Disney World, the mountains, the beach, etc are not considered a valid educational opportunity.
- It is important to note that a family member's doctor's appointment or a parent illness is not an excused absence for a student.

Masks

- Students are welcome to wear masks if they choose to do so; however, masks are no longer required.
- If a student tests positive, they will be required to wear a mask for 5 days after their quarantine period has ended.

Chromebooks for Instructional Purposes

- Students need access to a chromebook for instructional purposes.
- Students can be day users or they can carry their school device to and from school.
- Devices that are taken to and from school require a \$30 usage fee to be paid. Families who qualify for free/reduced lunch may provide a copy of their acceptance letter to the front office in order to have the chromebook fee waived.
- Day users will leave their chromebooks at school daily; however, are expected to have another device at home for their use nightly.
- Students are allowed to bring their own devices to school with them and use our guest wifi
 access during the school day. Please note that the school is not held liable for any damages
 to personal devices and our technology department will not be able to work to fix personal
 devices.
- Students are held accountable for damages to Wilson County Schools devices. A fee sheet
 will be sent home at the time the damage occurs, as well as a message in Class Dojo. If the
 fee is not paid within the month, parents will receive a fee sheet monthly until the fee is
 paid.
- Students need to make sure their chromebooks are charged nightly and are ready to be used in class on a daily basis.

Visitors/Volunteers

- All visitors should ring the bell at the front office for assistance.
- Visitors will be allowed to step into the vestibule, or office, areas to wait for their child or to seek assistance from our office staff.
- Visitors may be asked if they can be helped and to show their ID prior to entering the building. This is to maintain all safety measures possible.
- Mornings are a very busy time for teachers/administrators; therefore, we ask that you schedule an appointment to speak to the teacher/administrators before or after school.
- Please schedule appointments with teachers by note, e-mail, Class Dojo messages or phone call. All teachers have voicemail where you can leave messages.
- If you would like to come eat lunch with your child, please feel free to do so. You will be asked to sign into the visitor system individually and to scan your ID prior to heading to the lunchroom. You will not be allowed to walk to the lunchroom until your child's class has arrived. Once lunch has ended, you are required to leave through the front office and are not able to walk with your child to the bathroom or to the classroom.

Field Trips

- When classes plan field trips, they are designed to be an extension of study in the classroom.
- The trips are specifically created for the students in that class and/or grade level.
- Teachers may ask for parents to assist in chaperoning field trips. Chaperones are required to fill out Volunteer Tracker every 3 years.
- Older or younger children, whether school age or preschool are NOT permitted to go on the trip. Field trips are an extension of learning for Rock Ridge students only.
- At the end of the trip, many parents like to take their children with them rather than having to come back to school. We are supportive of this choice; however please know that safety is a top priority at Rock Ridge, therefore students will only be released to parents/legal guardians during field trips. Prior approval may be requested.

Inclement Weather/Emergency Information

- In the event of inclement weather, a district wide Connect Ed call and/or email will be sent out to parents. This call will make you aware of any delays or school closings.
- Any delays or closings will also be posted on TV News Channels and school social media sites.
- In the event of a weather situation where students will be dismissed late from school, we ask for your cooperation and patience as this takes place.
- Please make sure we have updated phone numbers throughout the school year to ensure you receive all calls.
- Wilson County Schools also has a 24-hour weather line, (252) 265-4037, that gives the status of the school day.

Medication Policy

- School staff will administer prescriptions and over the counter medicine only when the
 medical form has been filled out and signed by the doctor and the parent. Instructions for
 giving the medication must be specified by the doctor.
- All medicine must be in the original container and brought to school by the parents.
 Prescription medication must have the child's name on the original prescription label with directions.
- There will be no interruption made to regular classroom instruction for parents to communicate with the teacher regarding the amount of medication currently at school or the need for additional medication. This type of conversation will need to take place before or after instructional hours.

Balloons, Flowers, Etc.

• Students may not receive flowers, balloons, etc. during the instructional day. Please save these special items for home.

Inappropriate Items

- Certain items should not be brought to school. Such items include, but are not limited to:
 - Gadgets/Fidgets: Laser pens, toys, trading cards, fidget spinners, fidget cubes, pop its
 - Electronics: cell phones, video games, radios, tablets, iPads
 - Personal belongings: makeup, hair brush, tooth brush, important jewelry that could get lost
 - Tobacco products including vapes
 - ...and/or other items or toys that could interfere with the smooth operation of school.
- No toy guns, knives, or weapons should be brought for any reason and may result in suspension.

Outside Food Guidelines

- Students may bring lunch from home on a daily basis, however we strongly suggest students not bring soft drinks.
- We ask that parents not purchase food from outside sources such as McDonalds, Burger King, Chick-Fil-A, Subway, etc. and bring to school for lunch. If you choose to do this, the food must be packaged in another container and not in the bag from the fast food restaurant. If you forget to do this, ziploc bags will be provided in the front office and you will be asked to place the food in that bag prior to going to the cafeteria.
- When food for snacks or class parties is brought, it may be eaten in the classroom with the
 permission of the teacher, but may not be taken into the cafeteria. In order for this to be
 successful, the teacher must have advance notice of the snacks.

ROCK RIDGE	Classroom	Hallway	Bathroom	Cafeteria	Playground	Bus
Respect ourselves and others	We raise our hands to answer. We wait for our turn.	We keep our hands and feet to ourselves. We walk on the right side.	We use quiet voices in the bathroom. We keep our hands and feet to ourselves.	We wait patiently in line. We listen to the adults in the cafeteria.	We use good sportsmanship.	We remain in our seats at all times. We face the front and keep our feet out of the aisles.
Obey our Teachers	We follow our classroom procedures. We ask permission to leave our seats.	We are quiet in the hallways.	We wait patiently until it is our turn.	We talk in a quiet voice.	We follow the rules of the game. We listen to our teachers when it is time to leave.	We listen to our bus driver. We follow our driver's instructions.
Care about the feelings of others	We listen to others, We use kind words when speaking.	We remember other students are in class learning.	We respect everyone's personal space.	We use good manners while eating. We say please and thank you.	We include others. We are gentle when playing with others.	We talk quietly to our neighbors.
Keep our school neat and clean at the Ridge.	We throw our trash in the trash can. We keep our desk area neat.	We keep our hands off the walls. We accept responsibility and pick up trash in the hall.	We throw our trash in the trash can. We report any spills or accidents.	We throw our trash in the trash can. We clean up after ourselves.	We clean up our trash. We throw away our water bottles.	We accept responsibility and pick up any trash. We don't eat or drink on the bus.

Rock Ridge PBIS Behavior Matrix

- At Rock Ridge, a positive behavior support system is in place for all students.
- Each morning, school wide rules and expectations are reviewed and reinforced during our morning broadcast.
- Students are encouraged to follow the ROCK Pledge in every area of the school including the classroom, hallway, bathroom, cafeteria, on the playground and on the bus.
- Below are the expected behaviors for each area.

Wilson County Schools Behavior Policy

- The Wilson County Schools Discipline Policy is followed in regards to students who are in need of disciplinary action.
- The Policy can be found at the link provided Policy 4300



School Nutrition

Eat fresh. Eat well. Eat with Wilson County School Nutrition.

School Nutrition Services is continuing our commitment to making sure that all students are fully prepared and nourished for academic success.

FAQ: Non-CEP Schools

Why aren't all students receiving breakfast and lunch at no cost?

In response to the COVID-19 pandemic, Congress issued a number of waivers to school nutrition programs (SNPs) across the nation. One of the waivers allows students to receive breakfast and lunch at no cost. However, these waivers expired on June 30, 2022. Therefore, students at non-CEP schools are required to return to a free, reduced, or paid status, unless the school meets requirements they qualify as a CEP school.

Will my child continue to receive breakfast and lunch at no cost?

Your child will continue to receive breakfast at no cost. However, a lunch co-pay will be required for students that do not qualify for free or reduced lunch.

What is the lunch price?

The school lunch price is \$2.60. All school lunches include an entree, 2 vegetables, 1-2 fruit(s), and 1 variety of milk.

Why wasn't my school selected as a Community Eligibility Provision (CEP) school?

The Community Eligibility Provision, often referred to as CEP, is a non-pricing meal service option offered through the USDA Healthy Hunger-Free Kids Act of 2010. The school must meet certain requirements to qualify for CEP which allows all enrolled students to receive a breakfast and lunch at no cost. According to USDA guidelines, your school did not meet the requirements for CEP status. Therefore, students at your school must go back to free, reduced, or paid status.

Do I still need to complete a meal application form?

Yes. Families are welcome to complete a Meal Application to determine free or reduced meal price status for student(s) residing in their households.

How do I complete a meal application form?

Meal application forms can be submitted in a number of ways. You can access the online form at MySchoolApps (www.myschoolapps.com) that is available in a variety of languages. Paper

applications are also available at the base school and at the WCS School Nutrition Office (SNO). One-on-one help and online application assistance is available at the WCS SNO.

I have a student in a school that is participating in CEP school and receiving meals at no cost. I also have a student at a non-CEP school. Do I still need to complete a Meal Application for the student at the non-CEP school?

Yes. If a student at a CEP school has a sibling(s) at a non-CEP school, the parent/guardian will need to complete a Meal Application for the student at the non-CEP school. The parent/guardian must include all individuals living in the household, including the student(s) attending the CEP school. **Please note: once a meal application is processed, your student at the CEP school will continue to receive meals at "no cost," while the student at the non-CEP school may qualify for meals at the free, reduced, or paid status.**

What if my student transfers to a CEP school?

All students at a CEP school begin receiving meals at no cost upon enrollment.

Will "extra" items be offered for purchase in the cafeteria?

Yes. Extra servings of any part of the day's meal, along with a variety of snack and beverage choices, will be offered for purchase on a daily basis. These items include ice cream, chips, fresh baked cookies, etc. Please note that all of our snack offerings are approved through USDA Smart Snack guidelines.

How can I deposit money on my student's account?

You can deposit money on your student's account in several ways. We continue to accept checks or cash in the cafeteria (checks must include the student's name and lunch number). You can also easily utilize the MySchoolBucks website, www.myschoolbucks.com, to deposit money on your student's account, check account balances, and review a transaction history. MySchoolBucks can also be accessed through the MySchoolBucks Connect App on a Smartphone. To create an account, you will need your student's Student ID number which can be obtained from the school's office.

What is included in a school lunch?

The School Nutrition department follows all guidelines and regulations set forth by the USDA Food and Nutrition Services. All meal patterns include a balanced meal that fits the Dietary Guidelines for Americans. Each lunch meal will contain an entrée, 2 vegetables, 1-2 fruits, and a milk. A variety of vegetable subgroups will be served throughout the week.

Is my student required to take everything that is offered with lunch?

No, The School Nutrition department follows a provision called Offer vs. Serve (OVS) allowed by USDA. This allows a student, in addition to their entrée choice, to decline 3-4 items offered. A student is only required to take 3 of the 6-7 items offered; however, one item <u>must</u> be a fruit or vegetable.

What is included in a school breakfast?

Each school breakfast consists of an entrée, a fruit, a 100% fruit juice, and a milk.

Is my student required to take everything that is offered with breakfast?

No. Under the Offer vs. Serve (OVS) provision, a student is allowed, in addition to their entrée choice, to decline 1 item offered. A student is only required to take 3 of the 4 items offered; however, one item <u>must</u> be a fruit or juice.

For more information, please visit our School Nutrition webpage on the WCS district website

We thank you for your continued support of the School Nutrition program and our mission to nourish your student's mind for continued academic success.

If I can be of any assistance, please feel free to contact me at 252-399-7845

Jamie Narron Executive Director of School Nutrition Services

Wilson County Non-CEP Schools:

Hunt High	New Hope Elementary	Rock Ridge Elementary	Springfield Middle
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WAAT WECA

Important Calendars for the 2021 - 2022 School Year

- <u>Traditional School Calendar</u>
- Wilson County Schools Testing Calendar
- Progress Reports and Report Card Schedule...see below

Elementary Progress Reports & Report Card Schedule

Quarter	Progress Report	End of Quarter	Report Cards Sent Home
1	September 26, 2022	October 24, 2022	October 31, 2022
2	November 21, 2022	December 22, 2022	January 9, 2023
3	February 13, 2023	March 16, 2023	March 23, 2023
4	May 1, 2023	June 7, 2023	June 19, 2023

Important School Board Policies

Please know that Wilson County Schools Board Policies can be accessed online through the county website. Refer to the online policy manual for the most updated board policy throughout the school year. The policies documented in the handbook are current as of August 2021. As you click on the links, give just a moment for the policy to come up.

- Student Behavior Policies (Policy 4300; Regulation 4300-R)
 - o <u>Policy</u>
- Student Dress Code (Policy 4316)
- <u>Use of Wireless Communication Devices</u> (Policy 4318)
- Homework (Policy 3135)
- Evaluation of Student Progress (Policy 3400; Regulation 3400-R)
 - o Policy
 - Administrative Regulation
- Student Promotion and Accountability (Policy 3420: Regulations 3420A-R*)
 - o Policy
 - o Administrative Regulation
- Administering Medications to Students (Policy 6125; Regulation 6125-R)
 - o Policy
 - o Administrative Regulation
- Attendance (Policy 4400)
- Technology in the Education Program (Policy 3220; Regulation 3220-R)
 - o **Policy**
 - o Administrative Regulation
- <u>Technology Responsible Use</u> (Policy 3225/4312/7320)
- Internet Safety (Policy 3226/4205; Regulation 3226-R/4205-R)
 - o Policy
 - o Administrative Regulation
- School Safety (Policy 1510/4200/7270)
- <u>Discrimination</u>, <u>Harassment and Bullying Complaint Procedure</u> (Policies 1720/4015/7225)