



Fairbanks North Star Borough School District

# **Notice of Non-Discrimination**

The Board is committed to a policy of nondiscrimination in relation to race, ethnicity, color, religion, creed, sex, age, national origin, physical or mental disability, genetic information, marital status, changes in marital status, pregnancy, parenthood, sexual orientation, gender identity, disabled veterans, or other eligible veterans, or any other basis of discrimination prohibited by local, state, or federal law, except where a bona fide requirement may lawfully disqualify an individual. This policy will prevail in all matters concerning staff, students, contractors, the public, educational facilities, programs, services and activities, and individuals with whom the district does business.

It is the policy of the Fairbanks North Star Borough School District to maintain a learning and work environment that is free of harassment. The school district prohibits all forms of harassment.

Harassment includes but is not limited to any verbal, nonverbal, written, or physical conduct, or electronic communication relating to race, ethnicity, color, religion, creed, sex, age, national origin, physical or mental disability, genetic information, marital status, changes in marital status, pregnancy, parenthood, sexual orientation, gender identity, disabled veterans, or other eligible veterans, that is sufficiently severe, pervasive, or persistent that it substantially interferes with or limits an individual's work, academic, athletic or activity performance or creates an intimidating, hostile, or offensive work or academic environment.

Allegations of harassment must be reported immediately to the building principal, a supervisor, Student EEO Specialist, or Employee Relations Specialist. Allegations of harassment will be promptly, fairly, and thoroughly investigated. Violations of this policy will be subject to appropriate action, including discipline up to, and including expulsion from school or termination of employment.

Some forms of sexual harassment will warrant an investigation under Title IX. Such forms are outlined in School Board Policy 131.2.

Retaliation against a person alleging harassment or participating in an investigation of alleged harassment is prohibited. The school district shall promptly, fairly, and thoroughly investigate all reported allegations of retaliation and take appropriate action.