



Attention Griswold Families, Faculty and Staff Griswold Public Schools Non-Discrimination Policy

The Griswold Board of Education, in compliance with federal U.S. Department of Education and state law, affirms its policy of **equal educational opportunity** for all students and **equal employment opportunity** for all persons.

It is the policy of the District to provide equal opportunity for all students to achieve their maximum potential through the programs offered in all District schools regardless of race, color, age, creed, religion, gender, gender identity or expression, sexual orientation, ancestry, national origin or disability. The District shall provide to all students without discrimination, course offerings, counseling, assistance, employment, athletics and extracurricular activities. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with federal and state statutes and regulations.

Reporting Complaints of Sexual Harassment

It is the Policy of the Griswold Board of Education that any form of sexual harassment is forbidden, whether by students, supervisory or nonsupervisory personnel, individuals under contract, or volunteers. Students are expected and required to adhere to a standard of conduct that is respectful and courteous to employees, to fellow students, and to the public.

Sexual harassment is defined as unwelcome conduct of a sexual nature, whether verbal or physical, including, but not limited to: insulting or degrading sexual remarks or conduct; threats or suggestions that an individual's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that student or person's employment; or conduct of a sexual nature which substantially interferes with the student's learning or person's employment, or creates an intimidating, hostile, or offensive educational or work environment.

Students and families may file written complaints concerning issues of harassment. A copy of the grievance procedure is available from the school Principals.

Report forms for discrimination, bullying, and harassment are available from the building principal or on the district's website.

Student/Families: please return reports to the school Principal

Staff/Faculty: please return reports to the district's Title IX Coordinator

Anonymous reports are also accepted.

Griswold Public Schools Title IX Coordinator:
Christopher Champlin, Director of Student Services
CChamplin@griswoldpublicschools.org

Reporting Complaints of Bullying-Harassment

"Bullying" is defined as: (A) the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same district, or (B) a physical act or gesture by one or more students repeatedly directed at another student attending school in the same district, that: (i) causes physical or emotional harm to such student or damage to such student's property, (ii) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property, (iii) creates a hostile environment at school for such student, (iv) infringes on the rights of such student at school, or (v) substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or physical, mental, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

Cyber-Bullying includes any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone, or other mobile electronic devices, or any electronic communications.

To file a complaint of discrimination, write Office of Civil Rights, US Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921