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Non-Discrimination – Harassment – Bullying *RUSD Board Policy 5145.3*



District programs and activities shall be free from discrimination, including harassment, with respect to a student's actual or perceived sex, gender, ethnic group identification, race, national origin, religion, color, physical or mental disability, age or sexual orientation.

The Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the District's academic and other educational support programs, services, and activities. The Board prohibits, at any District school or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

...Prohibited harassment includes physical, verbal, non-verbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects the student's educational opportunities.

The Board also prohibits any form of retaliation against any student who files a complaint or report regarding an incident of discrimination, harassment, intimidation, or bullying.

Students who engage in discrimination, harassment, intimidation, bullying, or retaliation in violation of law, Board Policy, or Administrative Regulation shall be subject to appropriate discipline, up to and including counseling, suspension and/or expulsion. Any employee who permits or engages in prohibited discrimination, harassment, intimidation, bullying, or retaliation shall be subject to disciplinary action, up to and including dismissal.

Complaints: Any student who feels that he/she has been subjected to discrimination, harassment, intimidation, or bullying should immediately contact the Senior Administrator for Non-Discrimination, the Principal, designee, or any other staff member. Any student or school employee who observes any such incident should report the incident to the Coordinator or Principal, whether or not the victim files a complaint.

The Senior Administrator assigned by the Superintendent for Non-Discrimination handles complaints regarding discrimination, harassment, intimidation, or bullying and to answer inquiries regarding the District's non-discrimination policies:

*Senior Administrator for Pupil Services or District Complaint Officer
5700 Arlington Avenue, Riverside, CA 92504 (951) 352-1200 or (951) 788-7135*

Complaints may be made in writing to the Senior Administrator for Pupil Services or District Complaint Officer.

Upon receiving a complaint of discrimination, harassment, intimidation, or bullying, the Non-Discrimination Administrator shall immediately investigate the complaint in accordance with the site-level grievance procedures specified in Board Policy 1312.3.

If a situation involving harassment is not promptly remedied by the Non-Discrimination Administrator, Principal or designee, a complaint may be filed with the Superintendent or designee who shall determine which complaint procedure is appropriate.