



Union Public Schools
Independent District #9

Todd Nelson
Sr. Executive Director of
Research, Design, and Assessment

To: Dr. John Federline, Superintendent

From: Dr. Todd Nelson

Date: September 30, 2025

Re: Revision of Board Policies 4046 and 5046

RECOMMENDATION:

I recommend that the Board of Education consider and vote to approve the proposed revision to Board Policy 4046 Discrimination/Harassment (personnel) and Board Policy 5046 Discrimination/Harassment (students).

DISCUSSION:

The proposed revisions to policies 4046 and 5046 add statements that specifically include antisemitism among the forms of prohibited discrimination. The revision is a requirement for the fall accreditation audit.

FUNDING:

N/A

ATTACHMENTS:

Board Policy 4046 with proposed revisions
Board Policy 5046 with proposed revisions

cc: Dr. John Federline
Sandi Calvin
Barb Swinburne

4046 Discrimination/Harassment

Discrimination and harassment based on race, age, color, religion, national origin, pregnancy, gender, genetic information, gender expression or identity, sex, sexual orientation, disability or veteran status is prohibited. Prohibited conduct includes, but is not limited to, derogatory remarks and acts, including slurs, epithets, profanity and other verbal, written, graphic or physical conduct of a hostile, intimidating, abusive, degrading, threatening or violent nature. Included in the definition of discrimination and/or harassment are any such actions taken/ made by any technological means (computer, phone, etc.) including, but not limited to, transmitting, e-mailing, texting, or posting (websites, blogs, chat sites, etc.), and/or by any other means of publishing or transmitting such discriminatory and/or harassing material (words, pictures, video or audio recordings, etc.) This prohibition shall include harassment perpetrated by or against an employee, student, patron, vendor or any other person on district property or at district-sponsored functions.

In accordance with OKLA. STAT. tit. 70 § 24-163, the district uses the International Holocaust Remembrance Alliance's Working Definition of Antisemitism, as adopted May 26, 2016, to evaluate harassment and discrimination against Jews.

REPORTING PROCEDURE

An employee or other non-student who believes he/she has been subjected to any of these forms of discrimination or harassment may report such conduct to his/her supervisor, the Executive Director of Human Resources or any other district administrator, or to the applicable coordinator referenced in Board Policy #4047. Supervisors and coordinators who have received reports of harassment or are aware of harassment that involves an employee must immediately report these incidents to the Executive Director of Human Resources or Director of Human Resources.

The Executive Director of Human Resources or Director of Human Resources shall investigate the complaint and may, at the end of the investigation, recommend disciplinary action against the harasser if the complaint is substantiated. Appropriate and reasonable steps to separate and protect both the alleged victim

and alleged harasser pending conclusion of the investigation will be taken. Both parties shall be notified of the results of the investigation.

In compliance with OKLA. STAT. tit. 70 § 24-163(D)(1), the district shall electronically report all incidents and complaints of antisemitic discrimination and harassment to the Oklahoma Department of Education's Title VI Coordinator.

Any formal grievance investigated under this policy shall be handled pursuant to Board Policy #4047.

ACTION TO BE TAKEN

Employees found in violation of this policy may be subject to disciplinary action up to and including non-reemployment or dismissal, subject to applicable procedural and due process requirements.

If the source of prohibited conduct is a member of the public, the district response may include barring the person(s) from district property and/or termination of business relationships with the individual(s).

District employees are required to participate in investigations relating to harassment and/or discrimination.

RETALIATION

Retaliation shall not be permitted against an individual who complains of these forms of harassment, nor against anyone who testifies on behalf of the complainant, nor anyone who assists or participates in an investigation or proceeding under this policy.

Reference: OKLA. STAT. tit. 70, § 24-162 (2025); OKLA. STAT. tit. 70, § 24-163 (2025).

Adopted 12/13/99

Revised 1/8/01

Revised 12/13/04

Revised 1/16/06

Revised 2/12/07

Revised 12/10/07

Revised 12/12/11

Revised 12/14/15

Revised 12/11/17

Revised 10/13/25

5046 Discrimination/Harassment

Discrimination and harassment based on race, age, color, religion, national origin, pregnancy, gender, gender expression or identity, sex, sexual orientation, disability, genetic information, or veteran status are prohibited. Prohibited conduct includes, but is not limited to, derogatory remarks and acts, including slurs, epithets and other verbal, written, graphic or physical conduct of a hostile, intimidating, abusive, degrading, threatening or violent nature. This prohibition shall include harassment perpetrated by or against a student, employee, patron, vendor or any other person on district property or at district-sponsored functions.

In accordance with OKLA. STAT. tit. 70 § 24-163, the district uses the International Holocaust Remembrance Alliance's Working Definition of Antisemitism, as adopted May 26, 2016, to evaluate harassment and discrimination against Jews.

REPORTING PROCEDURE

A student or the student's parent may report a complaint for any of these forms of discrimination or harassment to the principal at the school site where the student attends or to the applicable coordinator referenced in Board Policy #5000. The student or the student's parent may also report a complaint to the assistant principal, counselor, nurse or a teacher. The coordinator, assistant principal or other staff member shall immediately notify the principal of the complaint.

If the complaint involves an employee, the principal must immediately report the complaint to the Executive Director of Human Resources. Where complaints involve an employee, the principal and the Executive Director of Human Resources shall investigate the complaint and shall, at the end of the investigation, recommend disciplinary action against the harasser if the complaint is substantiated. Both parties shall be notified of the results of the investigation.

If the complaint does not involve an employee, the principal shall investigate the complaint and shall, at the end of the investigation, recommend disciplinary action against the harasser if the complaint is substantiated. Both parties shall be notified of the outcome of the investigation.

In compliance with OKLA. STAT. tit. 70 § 24-163(D)(1), the district shall electronically report all incidents and complaints of antisemitic discrimination and harassment to the Oklahoma Department of Education's Title VI Coordinator.

Any formal grievance investigated under this policy shall be handled pursuant to Board Policy #5047.

ACTION TO BE TAKEN

Students found in violation of this policy may be subjected to any and all disciplinary action that may be imposed by the district's policy regarding student behavior (Board Policy #5050).

The Executive Director of Human Resources may recommend disciplinary action to be taken against the employee harasser up to and including suspension, demotion, non-reemployment or dismissal, subject to applicable procedural and due process requirements.

If the source of prohibited harassment is a member of the public, the district response may include barring the person(s) from district property and/or termination of business relationships with the individual(s).

RETALIATION

Retaliation shall not be permitted against an individual who complains of these forms of harassment, nor against anyone who testifies on behalf of the complainant, nor anyone who assists or participates in an investigation or proceeding under this policy.

Adopted 7/28/97

Revised 12/13/99

Revised 1/8/01

Revised 12/13/04

Revised 1/16/06

Revised 12/14/15

Revised 12/11/17

Revised 10/13/25

Reference: OKLA. STAT. tit. 70, § 24-162 (2025); OKLA. STAT. tit. 70, § 24-163 (2025).