1.0 POLICY:

Metro Technology Centers is committed to maintaining an environment free from discrimination, harassment, retaliation, intimidation and/or threatening behavior, and free of unnecessary disruption for students, employees and stakeholders. Metro Technology Centers does not condone and has policies and procedures in place to safeguard employees and students from:

1. Discrimination: unfair treatment based on the following real or perceived factors: race, color, national origin, sex, gender, gender expression or identity, sexual orientation, age, veteran status, religion, pregnancy, or genetic information, or disability. Refer to BP-2031 for the complete policy.
2. Harassment: repetitive, unwelcome conduct (either real or perceived) that may be based on, but not limited to: race, color, national origin, sex, gender, gender expression or identity, sexual orientation, age, veteran status, religion, pregnancy, or genetic information, disability.
3. Disability Harassment: unwanted, exploitive, or abusive conduct toward an individual who has an actual or perceived disability which has the purpose or effect of unreasonably or substantially interfering with an employee's work performance or a student's educational performance, or creating an intimidating, hostile, or offensive environment.
4. Sexual Harassment: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which (i) is made an explicit or implicit term or condition of an employee's employment or a student's ability to obtain an education; (ii) is used as a basis for decisions impacting either an employee's employment or a student's education; or (iii) has the purpose or effect of unreasonably or substantially interfering with an employee's work performance or a student's educational performance, or creating an intimidating, hostile, or offensive environment.
5. Retaliation: any negative conduct which is taken in response to an individual's complaint of harassment, discrimination, or based upon their participation in any investigation of a harassment or discrimination complaint.
6. Threatening Behavior: any pattern of behavior or isolated action, whether or not it is directed at another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property.

Examples of behaviors which may constitute discrimination, harassment, retaliation, intimidation, and/or threatening behavior include, but are not limited to, such things as overlooking an employee for promotion based on disability, declining to enroll a student based on age or gender, making derogatory comments or slurs based on socio-economic background, physical, verbal or psychological intimidation, stalking, unwelcome texts of a sexual nature, or unwelcome physical conduct.

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

Students, employees and stakeholders who violate this policy may face disciplinary sanctions such as, but not limited to, academic suspension, dismissal, job relocation, suspension from work with or without pay, and/or banning from the District facilities. Interim measure for victims may include, but are not limited to, class and scheduling adjustments, no-contact orders, or referral to counseling services. Metro Technology Centers will proactively provide ongoing professional development aimed to prevent discrimination, harassment, retaliation, intimidation, and/or threatening behavior both District-wide and provide training to prevent reoccurrence of discrimination and/or harassment.

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

Students, employees or stakeholders who experience or witness discrimination, harassment, retaliation, intimidation, and/or threatening behaviors must report in accordance with the following policies.

Student Complaints of Harassment or Discrimination follow policy BP-5026

Employee Complaints of Harassment or Discrimination follow policy BP-5027

Stakeholder Complaints of Harassment or Discrimination follow policy BP-5028

The superintendent and/or designee shall ensure that appropriate procedures are developed to fulfill this important philosophy.

In instances where the harassment, retaliation, intimidation, or threatening behavior is believed to be linked to bullying, the individual should consult policy BP-5029 Student Bullying.

2.0 CROSS REFERENCE: BP-2031, BP-5026, BP-5027, BP-5028, BP-5029

3.0 REVISION HISTORY:

Date:	Revision	Description of Revision:
13-Sep-11	A	Adopted (BP-10018 Equal Opportunity/Affirmative Action-Sexual Harassment of Students retired and combined with this policy)
07-May-13	B	Blanket approval granted by Board of Education to update all policies to approved format and to remove two sections: 2.0 Legal Reference and 5.0 PCF Framework
12-Sep-17	C	Revised; updated title and language to strengthen the District's position on discrimination, harassment, retaliation, intimidation and threatening behavior. Discrimination and retaliation were added to the policy. Reference to bullying was removed from the policy and replaced with a new stand-alone bullying policy [BP-5029]. Professional development requirements were added and references to policies on complaint processes were included.

15-Feb-22	D	Blanket review and annual adoption of all policies
14-Oct-25	E	Revised

End of Policy