



Cache County School District

Policy Series 5000: Personnel

Policy No. 5365

Harassment and Discrimination

Purpose and Philosophy

The Cache Board of Education is committed to maintaining a school learning environment that is free of harassment and discrimination. The Board affirms that all individuals should be valued and esteemed as integral members of the school community, with equal opportunities to engage meaningfully in a safe learning environment.

Utah Laws Concerning Harassment and Discrimination Free Schools This policy is intended to address discrimination and harassment in district schools under federal requirements of Title IV, Title VI, Title IX or Section 504. Utah laws also require schools to eliminate harassment and discrimination and to foster learning environments in which a student's or employee's ability to participate in or benefit from the services, activities, or opportunities offered is not limited or interfered with by conduct that is physically threatening, harmful, or humiliating.

Prohibited Conduct

The Board prohibits all forms of discrimination and discriminatory harassment based upon an individual's actual or perceived characteristics, including race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or other physical or mental attributes, or conformance or failure to conform with stereotypes. This position extends to all aspects of the district's educational programs, as well as to the use of all district facilities, and participation in all district-sponsored activities.

Responsibility to Prevent, Stop, and Support

School employees shall take prompt and appropriate action to prevent discriminatory harassment or conduct toward a student or school employee that the educator knew or should have known may result in a hostile, intimidating, abusive, offensive, or oppressive environment. Educators shall take prompt and appropriate action to protect a student from any known condition detrimental to the student's physical health, mental health, safety, or learning.

Who to Contact

Inquiries or complaints regarding this discrimination and harassment policy may be directed to a school administrator or the designated district compliance officers:

Student Services

For general questions related to civil rights violations, discrimination, or discriminatory harassment the Director of Student Services may be contacted at:

Email: alden.jack@ccsdut.org

Phone: 435-752-3925 ext: 2773

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Title VI

For allegations of discrimination or discriminatory harassment on the basis of race, color, or national origin the Federal Programs Director may be contacted at:

Email: paula.hull@ccsdut.org

Phone: (801) 476-7869

Title VII

For allegations of discrimination or discriminatory harassment in the workplace the Director of Human Resources may be contacted at:

Email: kirk.mcrae@ccsdut.org

Phone: 435-792-7608

Title IX

For allegations of Title IX discrimination on the basis of sex or for allegations of Title IX sexual harassment the District Title IX Coordinator and may be contacted at: For Student

Matters For Employee Matters

Email: alden.jack@ccsdut.org Email: kirk.mcrae@ccsdut.org Phone:

435-752-3925 Phone: 435-752-3925

Disability - Section 504

The building principal in each school of Cache County School District is the school level 504 Coordinator. The District 504 Coordinator may also be contacted for complaints of discrimination or discriminatory harassment on the basis of a disability.

Email: alden.jack@ccsdut.org

Phone: 435-752-3925

Disability - IDEA

For allegations of discrimination or discriminatory harassment on the basis of disability the Director of Special Education may be contacted at:

Email: jeni.buist@ccsdut.org

Phone: 435-792-7631

Nothing in this policy or procedure prohibits a person from filing a discrimination or harassment complaint with the Regional Office for Civil Rights: Denver Office, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582.

The Board directs the superintendent to develop procedures to guide preventative measures, reporting, investigation, notification, discipline, and education and training related to this policy.



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Legal References:

Utah Code 53G-8-802 State Safety and Support Program – LEA Duties Utah Code
53G-8-202 Public School Discipline Policies
USB E R277-328 Equal Opportunity in Education
USB E R277-609 LEA Discipline Plans and Emergency Safety Interventions USB E R277-613
LEA Policies and Training Regarding Bullying Title VI Discrimination on the basis of race, color,
or national origin
Title IV and Title VII Discrimination on the basis of religion Title IX Discrimination on the basis
of sex
Section 504 and Title II Discrimination on the basis of disability

Synopsis:

Approved by the Board of Education: 4/25/2024