Excellence. For each and every student.

Wayzata Public Schools
Discrimination, Harassment and Bullying Form

Wayzata Public Schools is committed to creating a safe, caring and civil culture for our students to learn and attain high academic standards to promote healthy human relationships. Discrimination, Harassment, and Bullying interferes with a student's ability to learn. The District maintains a firm policy prohibiting all forms of discrimination, harassment, and bullying.

Harassment against students based on protected class status is a form of discrimination. Harassment by any person, male or female, student or staff member, based on race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status, that creates an intimidating, hostile or offensive working or learning environment, or substantially interferes with the working or learning environment, will not be tolerated under any circumstance. (See Board Policy 403)

Bullying means intimidating, threatening, abusive or harming conduct that is objectively offensive and where there is an actual or perceived power imbalance between the students involved in the behavior, or where the behavior materially and substantially interferes with a students' learning environment or access to student. (See Board Policy 528)

If you or someone you know has experienced discrimination, harassment, violence or bullying at school or any school-related event for any reason, you may make a report to have the incident investigated by the District. Any student, parent/guardian, or district employee may complete this form and return it to the building principal or administrator. Any district employee who received a completed form or any other written or verbal report will immediately notify the school principal, program administrator, or the District Human Rights Officer of the report, who will designate the person to investigate and resolve the report pursuant to the District's policies and federal and state laws.

The District will not disclose the identity of any individual making a report, except to the District personnel designated to investigate the report or as required by law. Retaliation against any individual who makes a report or who participates or assists in an investigation of discrimination or harassment is strictly prohibited.

Please provide as much information as possible. Please continue on additional sheets if necessary.

Name: _____ Date: _____

Home Address: _____

Phone Number(s): _____ Email: _____

Status (check all that apply) ☐ Employee ☐ Student ☐ Parent ☐ Other

Complaint Against:

Name: _____

Location: _____

Date of most recent incident: _____

Report provided to: ☐ Principal/Assistant Principal ☐ Human Rights Officer ☐ Other

Please provide the name(s) of all persons (including yourself if applicable) who were targets of the discrimination, harassment, or bullying:

_____

_____

_____

Please provide the names(s) and/or descriptions of all individuals (students, school employees, school visitors, other) who engaged in or participated in the alleged discrimination, harassment, or bullying:

_____

_____

_____

Where did the incident occur: _____

Description of the incident(s): _____

_____

_____

_____

Please provide the name(s) and/or descriptions of all individuals (students, school employees, or others) who witnessed the alleged discrimination, harassment, or bullying:

_____

_____

_____

If you believe the incident was based on your protected class status or the protected class status of the target, please indicate below which protected class category was the basis of the reported behavior:

☐ Race/Color/National Origin ☐ Religion/Creed ☐ Disability

☐ Sex/Sexual Orientation/Gender Identity ☐ Other: _____

Why: _____

Is there any additional information that may be of assistance to someone investigating the incident (i.e. Do you ride the same bus? Do you have classes together? Do you have a relationship outside of school? Is this happening to someone else?

_____

_____

_____

For more information or questions about making a report, contact the Wayzata Public Schools Human Rights Officer at 763-745-5014.