BP-4119.12 (a)
BP-4219.12 (a)
BP-4319.12 (a)

ALL PERSONNEL - HARASSMENT

The School Board is dedicated to providing a safe environment. Harassment disrupts a student's ability to learn and a school's ability to educate. Personnel are expected to demonstrate positive character traits and values. Conduct and speech must be civil and respectful.

Personnel are prohibited from engaging in any form of harassment in any school-related setting, including but not limited to: school property, during school hours, on school buses, at bus stops, and at school sponsored activities, events, or functions.

Harassment means and includes, but is not limited to, intimidation by threats of or physical violence; the creation of a climate of hostility or intimidation; or the use of language, conduct, or symbols in such a manner as to convey hatred, contempt, or prejudice, or to have the effect of insulting or stigmatizing an individual. Harassment includes, but is not limited to, harassment based on sex, creed, color, national origin, religion, marital status, or disability.

cf. 5131.43 – Harassment, Intimidation, and Bullying
cf. 4118 – Suspension/Disciplinary Action
cf. 4218 – Dismissal/Suspension/Disciplinary Action
cf. 4119.11/4219.11/4319.11 Sexual Harassment
cf. 4119.21/4319.21 Code of Ethics

To promote an environment free of harassment, the principal or designee shall take appropriate actions such as removing vulgar or offending graffiti, establishing site rules, and providing staff inservice or student instruction and counseling. Principals shall discuss this policy with their employees and shall assure them that they need not endure any form of harassment.

The School Board encourages students or staff to immediately report incidences of harassment to the principal or designee. The Superintendent or designee shall promptly investigate each complaint of harassment in a way that ensures the privacy of all parties concerned. In no case shall the student or staff member be required to resolve the complaint directly with the offending person.

Notice of this policy will be circulated to all district schools and departments and incorporated in staff and student handbooks.

BP-4119.12 (b)
BP-4219.12 (b)
BP-4319.12 (b)

ALL PERSONNEL - HARASSMENT

cf. 0410 Nondiscrimination
cf. 1312.3 Complaints Concerning Discrimination
cf. 4030 Nondiscrimination in Employment
cf. Professional Boundaries of Staff with Students

Legal References:

ALASKA STATUTES
AS 14.18.010 – 14.18-100 Prohibition against sex and race discrimination
ALASKA ADMINISTRATIVE CODE
4 AAC 06.500 – 4 AAC 06.600 Prohibition of gender or race discrimination
UNITED STATES CODE
TITLE VI, CIVIL RIGHTS ACT OF 1964
TITLE IX, EDUCATION AMENDMENTS OF 1972
INDIVIDUAL WITH DISABILITIES EDUCATION ACT
AMERICANS WITH DISABILITIES ACT

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