

LINCOLN SCHOOL DISTRICT

1300 Hicks Valley Road

Petaluma, CA 94952

(707) 763-0045

POLICY AND PROCEDURES

Subject: Non-Discrimination, Anti-Harassment, Hate Motivated Behavior and Bullying Prevention

Effective Date: _____

Issued Date: _____

Resolution Number: 2013-

Approval Date: _____

I. PURPOSE

The Lincoln School District (District) affirms the right of every student to attend a school that is safe and secure. Therefore, the district, schools, students, parents/guardians and community have an obligation to promote mutual respect and safe, harmonious relations that support dignity and equality. To that end, the District has in place policies, procedures, and practices that are designed to reduce and eliminate discrimination, intimidation, harassment, and bullying as well as processes and procedures to address incidents of discrimination, intimidation, harassment, and bullying when they occur.

These policies and procedures must be disseminated annually to staff, students, and parents/guardians.

II. GENERAL POLICY

The District of education will not tolerate discrimination, intimidation, harassment, bullying or any behavior that infringes on the safety or well-being of students, staff, or any other persons within the District's jurisdiction whether directed at an individual or group. This includes but is not limited to discrimination, intimidation, harassment, and bullying based on actual or perceived race, ethnicity, culture, heritage, color, national origin or ancestry, sexual orientation, physical disability, mental disability, medical condition, genetic condition, marital status, sex, gender, gender identity, gender expression, religious beliefs and practices, or age.

The Board recognizes that some acts of discrimination, intimidation, harassment, and bullying may be isolated and/or unintentional incidents requiring that the school respond appropriately to the individuals committing the acts. Other acts may indicate a larger pattern of discrimination, intimidation, harassment, or bullying that require a response either at the classroom, school site, or county office of education levels and by law enforcement officials.

III. PROVISIONS

Consequences and appropriate remedial actions for students of the District who commit an act of discrimination, intimidation, harassment, or bullying may range from behavioral intervention and education up to and including suspension or expulsion or removal from the school.

In addition to the grounds specified in Education Code sections 48900, sections 48900.2, 48900.3, and 48900.4 provide additional authority to discipline a District pupil for conduct that amounts to bullying. (Education Code 48900, 48900.2, 48900.3 and 48900.4)

Reporting Violations of this Policy

The administrator or administrator's designee at the school shall be responsible for receiving complaints alleging violations of this policy. All staff are expected to provide appropriate supervision to enforce standards of conduct and, if they observe or become aware of discrimination, intimidation, harassment, or bullying, to immediately intervene when safe to do so, call for assistance, and report such incidents. The Board requires that staff follow District procedures for reporting alleged acts of discrimination, intimidation, harassment, or bullying.

All other members of the school community, including students, parents/guardians, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy.

While submission of the report form is not required, the reporting party is encouraged to use the report form available from the site administrator of the school. Oral reports shall also be considered official reports. Reports may be made anonymously, but formal disciplinary or other remedial action may not be based solely on unverified anonymous reports. Prompt and reasonable investigation of alleged acts of discrimination, intimidation, harassment, or bullying is expected.

Students are expected to report all incidents of discrimination, intimidation, harassment, bullying, teasing, or other verbal or physical abuse. Any student who feels she/he is a victim of such behavior should immediately contact a teacher, counselor, administrator, or staff person and may file a complaint in accordance with the District procedures. Any teacher, counselor, administrator or staff person who receives such a report will report the incident to the appropriate administrator or administrator's designee.

Students and parents are to be informed annually of the process by which they may make report of discrimination, intimidation, harassment, or bullying.

Retaliation is Prohibited

Retaliation against a student because the student has filed a complaint or assisted or participated in discrimination, intimidation, harassment, or bullying investigation or proceeding is also prohibited. Students who knowingly file false discrimination, intimidation, harassment, or bullying complaints or give false statements in an investigation shall be subject to discipline by measures up to and including suspension and expulsion, as shall any student who is found to

have retaliated against another in violation of this policy.

Confidentiality

An allegation of discrimination, intimidation, harassment, or bullying and the results of the investigation, shall be kept confidential to the extent reasonably possible.

Lincoln School District Board

Date

Legal Reference: Education Code: 48900.2; 48900.3; 48900.4; 48904; 48980; 200-262.4
(cf. 3515.4 -Recovery for Property Loss or Damage)
(cf. 5137 -Positive School Climate)
(cf. 5131.5 -Vandalism, Theft, and Graffiti)
(cf. 5144.1 -Suspension and Expulsion/Due Process)
(cf. 5144.2 -Suspension and Expulsion/Due Process (Students with Disabilities))
(cf. 5145.3 -Nondiscrimination/Harassment)
(cf. 5145.7 -Sexual Harassment)
(cf. 5145.9 -Hate-Motivated Behavior)