

PROHIBITION OF HARASSMENT AND DISCRIMINATION

A primary goal of the Niskayuna Central School District is to provide a school community in which the worth and dignity of all persons is valued, accepted and respected. Therefore, it is the intent of the district to provide a school environment free of harassment and harmful discrimination. Accordingly, this policy declares that such harassment and discrimination are unacceptable and will not be tolerated.

Harassment includes, but is not limited to, offensive epithets or slurs, derogatory jokes or graffiti, and other offensive verbal or non-verbal conduct related to race, color, gender, national origin, ethnic group, religion, disability or sexual orientation when:

1. Submission to such conduct is made (either explicitly or implicitly) a term or condition of employment or participation in an academic or other school-related activity, or
2. Such conduct has the purpose or effect of substantially interfering with an individual's work, academic performance, or school-related activity, or of creating an intimidating, hostile or offensive school environment.

Discrimination occurs when persons are treated differently based on race, color, gender, national origin, ethnic group, religion, disability, or sexual orientation and such treatment interferes with or limits the person's ability to benefit from or participate in the services, activities or privileges provided by the school district.

District personnel shall discourage, as well as respond to, harassing and discrimination behavior. Any person who experiences or observes such behavior should report it immediately to a faculty member or an administrator. Such reports must be brought to the attention of the school principal or the Title IX Officer.

The Superintendent of Schools shall implement procedures for reporting and investigating allegations of harassment and discrimination and imposing appropriate discipline. This policy shall be incorporated into school codes of conduct, and appropriate curriculum and staff training programs. These efforts shall emphasize the importance of civility and promote respect for all individuals. They should also address the harmful effects of offensive, intimidating and exclusionary actions, not only when related to characteristics identified above in this policy but also when related to ability, appearance, or group association. The Board of Education seeks the support of students, staff and parents in achieving the goals of this policy.

Prior Policy 0140 adopted Feb. 12, 2001; renumbered 0105 and amended Dec. 20, 2004.

() Required (X) Local () Notice