101 -- Mission Statement/Governing Principles
102 -- Legal Definitions
103 -- Statement of the Philosophy
104 -- Statement of Objectives
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106 -- Policy Statement of Compliance with State and Federal Laws and Regulations
107 -- Definitions/Policy Regulation
108 -- Nondiscrimination Policy
TWIN RIVER PUBLIC SCHOOL’S
MISSION STATEMENT

101.01 As an innovative educational system, the mission of the Twin River Public Schools is to provide opportunities for individuals to become lifelong learners.

101.02 BELIEFS

Education is a partnership among school, family and community.

Students need to develop respect for all people and their surroundings.

Students need to develop skills to critically, creatively and ethically make decisions and solve problems in a global and technological society.

Students need to be able to read with comprehension, write and communicate with clarity and compute with accuracy.

A safe and comfortable environment promotes student learning.

Students need to share responsibility for their education.

Students need to develop social responsibility.
LEGAL PROVISIONS:

Sec 79-101 Neb R.R.S.
Sec 79-102 Neb R.R.S.
Sec 79-401 Neb R.R.S.

POLICY STATEMENT:
102.01 Local school districts have been created by the Nebraska Legislature to execute the educational policies as defined in the Constitution and by the state laws as mandated by succeeding legislative sessions. Although public education is considered a state function, the Legislature has seen fit to delegate much of the authority and responsibility through the laws of the State to local school districts.

REF: Section 6, Article VII, Constitution of the State of Nebraska: “The legislature shall provide for the free instruction in the common schools of this state, of all persons between the ages of five and twenty-one.”

102.02 Corporate Body of School Districts: The school district may be defined as the territory under the jurisdiction of a single governing board, designated as the Board of Education. A school district, as a corporate body, possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold, and sell personal property and real estate, and may enter into such obligations as are authorized by law. The State has granted to the people the power to form school districts and elect boards of education, who under the law are empowered to operate the public schools.

102.03 The Twin River Public School District of Merrick, Nance, Platte, and Polk County, Nebraska is defined as a Class III school district embracing a territory having a population of more than one thousand and less than fifty thousand inhabitants and maintaining both elementary and high school grades under a single board of education.
LEGAL PROVISIONS:

POLICY STATEMENT:
103.01 Since the basic philosophy of the Twin River Board of Education School District #30 of Merrick, Nance, Platte, and Polk County, Nebraska is based upon educating youth as responsible and contributive members of society, it is deemed imperative to provide a comprehensive education program for the communities of Genoa, Monroe, and Silver Creek in order that individuals, regardless of age, develop their mental and physical capabilities for an adequate, satisfying, and meaningful life in a changing society. The school recognizes the many-faceted diversities of pupil backgrounds, talents, and abilities; and therefore, is concerned with the development of the total individual as a self-actualizing, productive citizen.
Policy Code: 104
Adopted: Sept. 2001

Legal Provisions:
Sec 79-101 Neb R.R.S.
NDE Rule 11, 11 - (1), (h), (i)

Policy Statement:
104.01 To provide a continuous comprehensive curriculum from kindergarten through grade twelve which will develop the basic skills in language arts, social sciences, mathematics, natural sciences and fine arts for all pupils.

104.02 To provide a comprehensive college preparatory curriculum in foreign language, advanced mathematics, language arts, natural sciences, social sciences, and fine arts for those students planning to further their education beyond the high school sector.

104.03 To provide a comprehensive vocational education program enabling those pupils who terminated their formal education in this school to acquire such adequate and salable skills as to be able to enter the employment market at not less than a minimum competency level.

104.04 Recognizing that not all pupils are endowed with normal abilities and talents, a special education program shall be maintained which provides an educational environment consistent with the talents and abilities of those pupils requiring such special education.

104.05 To provide a comprehensive physical education curriculum with a well-defined exploratory program of leisure-time activities, separate from the inter-scholastic athletic program, for all students to enable them to develop their physical competencies.

104.06 In order to give pupils the opportunity to perform as an active participant, or as a spectator, in inter-scholastic competition, an athletic program shall be maintained with an emphasis on learning the rules of sportsmanship and integrity.

104.07 In order to help meet the personal, emotional and social needs of our students, and as a means of identifying individual needs, interests and abilities, as well as encouraging the best utilization of these, a well developed program of counseling and guidance is determined as a vital, essential and integral part of the total instructional program.

104.08 Recognizing the need for continuing education and the effective utilization of leisure time, a comprehensive community-based education program shall be operated and maintained to meet the vocational needs of the Genoa, Monroe, and Silver Creek communities.

104.09 In order to provide an opportunity for student leadership, development of non-academic skills, and the utilization of special abilities, a broad-based student activity program shall be maintained and adjusted as needed to reflect a changing society.
104.10 The Board of Education will provide activity for students in the following curriculum. (Please refer to the curriculum guides available).

104.11 Exemplary programs are to be conducted in accordance with Section 6.0 of the Nebraska State Plan of Vocational Education, Part I, Administrative Procedures, with applicable Federal regulations.

104.12 The requirements for establishing a vocational educational program may be found in the “Nebraska State plan for the Administration of Vocational Education,” Section 3.

104.13 The requirements for establishing a cooperative vocational education program may be found in the “Nebraska State Plan for the Administration of Vocational Education,” Section 9.

104.14 The term “course” shall mean that a particular subject or subject-area is offered during regularly scheduled class periods.

104.15 A complete list of courses offered, including course description, content, objective, and methods of evaluation shall be compiled by the Principal on a yearly basis.

104.16 Principals and teachers shall assist as requested with the development and revision of the curriculum guides.

104.17 Curriculum development is based on the assumption that such study is most productive when conducted as a cooperative enterprise in which teachers and administrators participate.

104.18 Each student and teacher shall be made available a copy of the curriculum guide.

104.19 The term instruction unit means 15 clock hours of classroom instruction in a course offered in the secondary school. Instructional units should be computed to the nearest one-tenth.

104.20 In accordance with “Regulations and Procedures for the Accreditation of Public Schools”, the ratio of pupils to professional staff members computed on a full-time equivalency basis shall not exceed 25 to 1. Increasing students to teacher ratio would contribute to the number of violations in determining the approval status of the school.

104.21 The board delegates to the Superintendent, in cooperation with the instructional staff, the responsibility for establishing regulations for:
   a. The selection of the instruction materials,
   b. Reviewing their effectiveness periodically
   c. Dealing with complaints concerning instructional materials
104.22 The procedures for selecting instructional materials shall reflect the following philosophy:
   a. To provide materials that will stimulate growth in factual knowledge, practical skills, literary appreciation, aesthetic values, and ethical standards.
   b. To provide a background of information which will enable students to make intelligent judgments in their daily lives.
   c. To provide materials that will enrich and support the curriculum, taking into consideration the varied interest, abilities, and maturity levels of the students served.
   d. To provide materials on opposing sides of controversial issues so that young citizens may develop, under guidance, the practice of critical thinking and analysis.
   e. To provide materials representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage.
   f. To place principle about personal opinion and reason above prejudices in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the instructional materials. (Adapted from the Library Bill of Rights and Freedom to Read Statements)

104.23 Instructional Materials
   a. Classroom consumable supplies and other supplies are to be requisitioned by the teachers for the forthcoming year in the spring of each year. Students are expected to supply their own writing paper, pencils, scissors, compasses, rulers, protractors, etc. ... The school will furnish penmanship paper, laboratory supplies, and other specialty items.

104.24 Textbooks
   a. All textbooks are furnished by the school district. Students are requested to exercise care for them in order that they may not become soiled or damaged. Lost or damaged books must be paid for. Each book assigned has a number and a record is made of this during the opening week of school.
   b. Textbooks and other instructional materials shall be selected by the appropriate certificated personnel and approved by the Principal who recommends the materials to the Superintendent. The Superintendent shall determine procedures by which instructional materials shall be selected and for approving budget allocations for their purchase. The Superintendent shall recommend to the board, textbooks for adoption.
   c. Teachers will keep an accurate record of all textbooks checked out to students. Book numbers will be kept opposite each student’s name in the teacher’s grade books.
LEGAL PROVISIONS:

POLICY STATEMENT:

105.01 The Twin River Public Schools shall be organized as a Pre K-12 school separated into Elementary grades as Kindergarten through Grade 6 and a Junior-Senior High School encompassing Grade 7 through Grade 12, with general supervision provided by the Superintendent of Schools and immediate supervision provided by duly appointed Principals.
The School District -- Statement of Compliance with State and Federal Laws and Regulations

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RESCINDS: REVISED: Aug., 2004

LEGAL PROVISIONS:

POLICY STATEMENT:

106.01 It shall be the intent of School District #30, Merrick, Nance, Platte, and Polk County, Nebraska, to afford full and complete compliance with all state and federal statutes regarding its operation.

106.02 It shall be required by provisions of individual statutes, whether state or federal, that a specific and separate statement of compliance and/or assurances be given, then such statements shall be made a part of this section and shall constitute official Board of Education Policy.

106.03 An annual report of school district geographical, fiscal, curriculum, academic information, and multicultural reports shall be provided to the patrons.

106.04 It is the policy of Twin River Public Schools, District #30 to foster employment of persons on the basis of merit regardless of their race, color, religion, sex, disability, national origin, marital status, and age.

106.05 Multicultural education is conducted throughout the Twin River Curriculum.
**LEGAL PROVISIONS:**

107.01 Classically, the role of the Board of Education is to set policy; the role of the Administration is to execute policy. The Board of Education expresses policy determinations in the form of written policy statements, the Administration implements policy through such devices as administrative rules, memoranda, and directives through daily contacts with the staff.

107.02 Policies are principles adopted by the Board of Education to chart a course of action. Policies tell what is desired and may also indicate "why" and "how much". They should be broad enough to indicate a course of action to be taken by the Administration in meeting a number of day-to-day problems; they should be narrow enough to give the Administration clear guidance as to implementation of policy mandates.

107.03 Regulations or rules are the detailed directions that are developed by the Administration to put policy into practice. They tell how, by whom, where, and when things are to be done.
Students (& Employees)

Anti-discrimination, Anti-harassment, and Anti-retaliation

A. **Elimination of Discrimination.**

The Twin River School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Twin River School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Terry Gray, Tod Heier, School Principals, 816 Willard Avenue, Genoa, NE 68640 (402) 993-2274.

Employees and Others: Donald Graff, Superintendent, 816 Willard Avenue, Genoa, NE 68640 (402) 993-2274.

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. **Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.**

1. **Purpose:**

The Twin River School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's race, color, national origin, religion, disability, age, sex, or other protected category, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person’s race, color, national origin, religion, disability, age, sex, or other protected category, may include, but is not limited to:

a. Name-calling,
b. Teasing or taunting,
c. Insults, slurs, or derogatory names or remarks,
d. Demeaning jokes,
e. Inappropriate gestures,
f. Graffiti or inappropriate written or electronic material,
g. Visual displays, such as cartoons, posters, or electronic images,
h. Threats or intimidating or hostile conduct,
i. Physical acts of aggression, assault, or violence, or
j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

a. Unwelcome sexual advances or propositions,
b. Requests or pressure for sexual favors,
c. Comments about an individual’s body, sexual activity, or sexual attractiveness,
d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person’s will or where a person is incapable of giving consent due to the victim’s age, intellectual disability, or use of drugs or alcohol,
f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.
All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. **Anti-retaliation:**
The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. **Grievance (or Complaint) Procedures:**
Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

District employees, supervisors and administrators must immediately report any complaints, reports, observations, or other information of alleged discrimination to the designated coordinator, even if that District employee is investigating the alleged discrimination as part of the District's student or employee disciplinary process, and provide the complainant with information for filing a complaint of discrimination, including a complaint form if requested, and contact information for the District's designated coordinator. If the District uses its disciplinary procedures to investigate and resolve an alleged discrimination complaint, those disciplinary procedures will comply with the District's standards for a prompt and equitable grievance procedure outlined in section B.2., below.
Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):
   Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District’s investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District’s investigation.

The District will complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity if the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. Extenuating circumstances do not include summer vacation, and if a designated compliance coordinator or investigator is unavailable, another coordinator or trained employee will be designated to conduct the investigation. If extenuating circumstances exist, the extended timeframe to complete the investigation will not exceed ten (10) additional working days without the consent of the complainant. Periodic status updates will be given to the parties, if necessary.

The District’s investigation will include, but is not limited to:
   a. Providing the parties with the opportunity to present witnesses and provide evidence.
   b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
   c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students’ education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals
involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

a. A summary of the facts,
b. An analysis of the appropriate legal standards applied to the specific facts,
c. Findings regarding whether discrimination occurred, and
d. If a finding is made that discrimination occurred, the recommended remedy or remedies necessary to eliminate discrimination, including harassment and retaliation, prevent its recurrence, and remedy its effects, if applicable.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made (see the Remedies section, below, for additional information about remedies). The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **ten (10) working days** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose to a student who was discriminated against or harassed (victim), information about the sanction imposed upon a student who was found to have engaged in discrimination or harassment (student who discriminated) when the sanction directly relates to the victim. This includes an order that the student who discriminated stay away from the victim, or that the student who discriminated is prohibited from attending school for a period of time, or transferred to other classes.

**ii. Level 2 (Appeal to the Superintendent):**
If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **ten (10) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct
additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):
If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education within ten (10) working days after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at the next scheduled Board meeting to present his or her appeal. The Board will issue a written determination about the appeal within thirty (30) working days after receiving the appeal. The party who filed the appeal will be sent the Board’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board’s determination, and any actions taken, will be final on behalf of the District.

4. Remedies:
If the District knows or reasonably should know about possible discrimination, including harassment or violence, the District will take immediate, interim action or measures to protect the alleged victim, ensure the safety of the school community, and prevent further potential discrimination, harassment, or retaliation during the District’s pending investigation. These interim measures will be prompt, age-appropriate, effective, and tailored to the specific situation, and may include a change in the student’s seating assignment or class, a change in an employee’s work area, prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District’s investigation, and other remedies, such as those listed below.

The District will minimize any burden on the alleged victim when taking interim measures. For instance, the District generally will not remove the alleged victim from his or her class or work area and allow the alleged harasser to remain. In addition the District will ensure that the complainant is aware of his or her Title IX rights, including a strong prohibition against retaliation for reporting discrimination or harassment or cooperating with any investigation or proceeding, and any available resources, such as counseling, health, and mental health services, and the right to file a complaint with local law enforcement, if applicable.

If the District determines that unlawful discrimination or harassment occurred, the District will take prompt and effective action to eliminate the discrimination or harassment, prevent its recurrence, and remedy its effects on the complainant and others, if appropriate. The remedies will be tailored to the specific allegations and facts of each situation, including, but not limited to, the following remedies:

a. Providing an escort to ensure the complainant can move safely between classes and activities.
b. Ensuring the complainant and alleged harasser do not attend the same classes.
c. Moving the alleged harasser to another school or work area within the District.
d. Providing counseling services or reimbursement, if appropriate.
e. Providing medical services or reimbursement, if appropriate.
f. Providing academic support services, such as tutoring.
g. Arranging for the complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the complainant’s academic record.

The District may provide remedies for the broader student population as well, including but not limited to:

a. Offering counseling, health, mental health, or other holistic and comprehensive victim services to all students or employees affected by sexual harassment or sexual violence, and notifying students and employees of campus and community counseling, health, mental health, and other student services.

b. Designating an individual from the District's counseling center to be “on call” to assist victims of sexual harassment or violence whenever needed.

c. Providing additional training to the District's designated compliance coordinators and other employees who are involved in addressing, investigating, or resolving complaints of discrimination, harassment, and retaliation, to better respond to specific types of harassment and violence.

d. Informing students and employees of their options to notify proper law enforcement authorities, including school and local police, and the option to be assisted by District employees in notifying those authorities.

e. Creating a committee of students or employees and District officials to identify strategies for ensuring that students and employees:
   i. Know the school's prohibition against discrimination, harassment, and retaliation.
   ii. Recognize acts of discrimination, harassment (including acts of violence), and retaliation when they occur.
   iii. Understand how and to whom to report any incidents of discrimination.
   iv. Know the connection between alcohol and drug abuse and harassment or violence based on sex or other protected characteristics.
   v. Feel comfortable that District officials will respond promptly and equitably to reports of discrimination, harassment (including violence) and retaliation.

f. Conducting periodic assessments of student or employee activities to ensure that the practices and behavior of students or employees do not violate the District’s policies against anti-discrimination, anti-harassment, and anti-retaliation.

g. Conducting in conjunction with students or employees, a “climate check” to assess the effectiveness of efforts to ensure that the District is free from discrimination, harassment (including violence), and retaliation, and using the resulting information to inform future proactive steps that will be taken by the District.

In addition to these remedies, the District may impose disciplinary sanctions against the student or employee who discriminated, harassed, or retaliated against the complainant, up to and including possible expulsion or termination or cancellation of employment.
5. **Confidentiality:**
The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

At the same time, the District will evaluate a confidentiality request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students. Thus, the District may weigh the confidentiality request against factors such as: the seriousness of the alleged harassment, the complainant's age; whether there have been other harassment complaints about the same individual and the alleged harasser’s rights to receive information about the allegations if the information is maintained by the District as an “education record” under FERPA. In some cases, the District may be required to report alleged misconduct or discrimination, such as sexual harassment involving sexual violence, to local law enforcement or other officials, and the District may not be able to maintain the complainant's confidentiality. The District will inform the complainant that it cannot ensure confidentiality, if applicable.

6. **Training:**
The District will ensure that District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees. This training will include, at a minimum, the following areas:

   a. The current legal standards and compliance requirements of anti-discrimination, anti-harassment, and anti-retaliation federal, state, and any local laws and regulations, including several specific examples of discrimination, harassment (including acts of violence because of a person's sex or other protected characteristics), and retaliation.

   b. The District's current anti-discrimination, anti-harassment, and anti-retaliation notice, policies, grievance procedure, and discrimination complaint form, including the specific steps and timeframes of the investigative procedures, and the District's disciplinary procedures.

   c. Identification of the District's designated compliance coordinators and their job responsibilities.
d. Specific examples and information regarding how to report complaints or observations of discrimination, harassment, or retaliation to appropriate District officials or employees. In addition, the District will emphasize that employees, students, third parties, and others should not be deterred from filing a complaint or reporting discrimination. For instance, if a student is the victim of sexual violence, a form of sexual harassment, but the student is concerned that alcohol or drugs were involved, school staff should inform the student that the District's primary concern is student safety, that any other rules violations will be addressed separately from the sexual violence allegation, and that the use of alcohol or drugs never makes the victim at fault for sexual violence.

e. Potential consequences for violating the District's anti-discrimination, anti-harassment, and anti-retaliation policies, including discipline.

g. Potential remedies, including immediate, interim remedies, to eliminate the discrimination, harassment, and retaliation, prevent its recurrence, and remedy its effects.

h. A description of victim resources, including comprehensive victim services, to address acts of discrimination and harassment, including acts of violence because of a person's sex or other protected characteristics, and a list of those resources for distribution to trainees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

7. **Designated Compliance Coordinators:**
Designated compliance coordinators will be responsible for:

a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.

b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.

c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).

d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.

e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.

f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.

h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.

i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.

j. Recommending changes to this policy and grievance procedure.

k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

8. Preventive Measures:
The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District’s website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District’s anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.