

UINTAH SCHOOL DISTRICT POLICY ACTION REVIEW

1st Reading	9/14/22	New	X
2nd Reading	10/05/22	Revised	
Approved	10/05/22	Substitute	

007.0245 DISCRIMINATION, HARASSMENT OR RETAILATION

NEW POLICY

1.0 GENERAL POLICY STATEMENT:

1.1 Uintah School District is committed to maintaining an educational environment in which all students are treated with respect and dignity. This includes ensuring that students are not subject to harassment or discrimination on the basis of race, color, religion, sex, national origin, disability, or any other classification protected by law.

2.0 DEFINITIONS

2.1 “Discrimination” includes, but is not limited to, the unequal treatment of persons based on certain characteristics, including race, color, national origin, sex, disability, or any other classification protected by law.

2.2 “Harassment” includes, but is not limited to, any behavior, expression, or activity that stigmatizes or victimizes individuals or groups of people because of their race, color, religion, sex, national origin, disability, or any other classification protected by law, and that:

2.2.1 Involves an express or implied threat which adversely affects a student’s education or academic status or progress, participation in school or school-related activities and events or personal safety;

2.2.2 Has the purpose or effect of adversely interfering with a student’s education or academic status or progress, participation in school or school-related activities and events, or personal safety; or

2.2.3 Creates an intimidating, hostile, demeaning, unsafe, or offensive educational environment.

2.2.4 Sexual harassment is defined in Uintah School District Policy 007.0235, Sexual Harassment – of and by students

2.3 “Retaliation” is an intentional act in response to a protected action.

2.4 “Protected class” refers to groups of people who are legally protected from being harmed or harassed by laws, practices, and policies that discrimination against them due to a shared characteristic.

3.0 HARASSMENT AND DISCRIMINATION PROHIBITED

3.1 Types of conduct that are prohibited in the District include, but are not limited to:

- 3.1.1 Programs, offerings, or facilities that are inaccessible to students due to a protected classification, and rules, policies, or practices that exclude or deny a benefit to students based on a protected classification;
- 3.1.2 Threatening or intimidating conduct directed at a student because of the student's race, color, religion, national origin, physical or mental disability, or other classification protected by law;
- 3.1.3 Epithets, slurs, negative stereotypes, name calling, verbal abuse, derogatory comments, degrading descriptions, and hostile acts which are based upon a student's race, color, religion, national origin, physical or mental disability, or other classification protected by law;
- 3.1.4 Verbal, written, or graphic material containing comments or stereotypes aimed at degrading students or members of protected classes;
- 3.1.5 Aggressive conduct towards a student motivated by race, color, religion, national origin, physical or mental disability, or other classification protected by law;
- 3.1.6 Graffiti containing offensive or derogatory language, symbols, or pictures in the context any of the legally protected classifications;
- 3.1.7 Any unwelcome communication (whether written, verbal, or sent by electronic or other means) that is offensive or degrading and motivated by a student's race, color, religion, national origin, physical or mental disability, or other classification protected by law;
- 3.1.8 Jokes, notes, stories, drawings or pictures, gestures, or the display or distribution of offensive or degrading material based upon any of the legally protected classifications;
- 3.1.9 Displaying words, pictures, or symbols on clothing that are offensive or degrading based upon any of the legally protected classifications;
- 3.1.10 Engaging in any of the foregoing types of discriminatory or harassing behavior outside of school or outside of school-related activities and events, but which materially disrupt the educational environment at school.

4.0 REPORTING

- 4.1 Uintah School District encourages the prompt reporting of all perceived incidents of discrimination or harassment to the principal, administrator/supervisor, or Student Services Director. Early reporting and intervention is encouraged.
 - 4.1.1 Individuals who believe they have been victims of conduct prohibited by this policy or believe they have witnessed such conduct should report their concerns to their principal, administrator/supervisor, or Student Services Director.

- 4.1.2 Any employee receiving a report of harassment, discrimination, or retaliation must report the incident to the principal, administrator/supervisor, or Student Services Director.
- 4.1.3 Any reported allegations of harassment, discrimination or retaliation will be investigated promptly and follow procedure.

References:

Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794) and its implementing regulations (34 C.F.R. Part 104). Discrimination on the Basis of Disability.

Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000(d)) and its implementing regulations (34 C.F.R. Part 100). Discrimination on the basis of Race, Color, or National Origin.

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) and its implementing regulations (34 C.F.R. Part 106): Discrimination on the basis of gender.