



SECTION: 547

TITLE: DISCRIMINATION & HARASSMENT

NESHAMINY SCHOOL DISTRICT

1	I. PURPOSE	It is the policy of the Board of School Directors to support fully the laws	1
2		prohibiting harassment and discrimination, including harassment and/or	2
3		discrimination because of race, sex, sexual orientation, religion, color, national	3
4		origin, ancestry, marital status, familial status, disability, medical condition	4
5		and age as well as sexual harassment, and to maintain a learning environment	5
6		which is free of any such harassment and discrimination.	6
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8	II. EXAMPLES	The School Board recognizes that impermissible discrimination and/or	8
9		harassment may take many forms, including but not limited to:	9
10		• Verbal conduct such as epithets, derogatory or degrading comments,	10
11		slurs, or telephone calls, invitations or comments.	11
12		• Visual conduct such as derogatory posters, cartoons, drawings, letters,	12
13		notes, or gestures.	13
14		• Physical conduct such as assault, offensive or unwelcome touching,	14
15		blocking normal movement, unwanted sexual advances or interference	15
16		with school studies, courses, programs or activities.	16
17		• Threats and/or demands to submit to sexual requests or activity as/or:	17
18		√ a condition or term of the student's status in a course, program or	18
19		school related activity.	19
20		√ the basis for academic or other decisions which may affect a student or	20
21		which has the purpose or effect of interfering with a student's	21
22		educational experience or	22
23		√ which creates an intimidating, hostile, or offensive learning	23
24		environment.	24
25		• Retaliation for having reported the harassment or discrimination.	25
26		• Denial of any of the benefits of a complete educational program for an	26
27		impermissible reason such as race, religion, sex, sexual orientation, age,	27
28		marital status, familial status, national origin, color or disability.	28
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30	III. REPORT	Any student who feels he or she is being harassed or discriminated against	30
31	PROCEDURE	by an employee or another student, or who is aware of harassment or	31
32		discrimination against another student should report it immediately to the	32
33		building principal, a guidance counselor, teacher or school nurse. Any	33
34		employee who believes that a student is being harassed or discriminated	34
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1		POLICY 547 (continued)	1
2		against by another employee or a student shall report it immediately to the	2
3		school principal. Any employee receiving a complaint of harassment or	3
4		discrimination shall immediately notify the building principal or assistant	4
5		principal who shall commence an investigation of the charge.	5
6		Should a student have a complaint against the building principal or assistant	6
7		principal, the complaint should be reported to the Superintendent or	7
8		alternate designee of the Superintendent who shall begin an investigation of	8
9		the charge.	9
10		Complaints should be made in writing. If it is not possible for the complaint	10
11		to be made in writing, the investigator shall confirm in writing the substance	11
12		of the complaint.	12
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14	IV.	The complainant, the alleged perpetrator and any witnesses will be	14
15	INVESTIGATION	interviewed. A copy of the complaint and/or investigator's report shall be	15
16	PROCEDURE	given to the Superintendent or Superintendent's designee. Parents of a	16
17		student involved in the investigation of a claim shall be notified of and given	17
18		the right to attend any interview of their child. The substance of	18
19		all interviews shall be documented, but the investigation shall be confidential.	19
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21		The investigator shall review all evidence collected and shall make a	21
22		determination as to whether there is sufficient evidence to find that the	22
23		harassment or discrimination occurred. The investigator shall prepare a	23
24		report which summarizes the content of the witness statements and other	24
25		evidence reviewed during the course of investigation. The report must contain	25
26		a determination as to whether there is sufficient evidence to find that the	26
27		harassment or discrimination occurred. The report must contain a	27
28		determination of whether or not the complaint is founded and where the	28
29		complaint is deemed founded, contains the penalty imposed. The report	29
30		shall be submitted to the Superintendent of Schools/designee.	30
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32		At the conclusion of the investigation, the investigator shall inform the	32
33		complainant and where applicable, the complainant's parent or guardian,	33
34		the alleged perpetrator, and when applicable the alleged perpetrator's parents	34
35		or guardian of the outcome of the investigation. If the complaint is deemed	35
36		unfounded, the reason for such a finding shall be explained to the	36
37		complainant and where applicable, the complainant's parents or guardian,	37
38		the alleged perpetrator and where applicable the alleged perpetrator's	38
39		parents or guardian.	39
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41	V. DISCIPLINE	A finding by the investigator that a student has engaged in harassment or	41
42	OF OFFENDERS	discrimination shall subject the student to disciplinary action which may	42
43		include exclusion from social activities, detention, suspension, and/or	43
44		expulsion from school. Any exclusion from school shall be governed by the	44
45		laws of Pennsylvania.	45
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1		POLICY 547 (continued)	1
2	VI. REPORTING	If harassment and/or discrimination is found to have occurred, prompt and	2
3	ACTS OF	appropriate remedial action will be taken in addition to discipline of the	3
4	RETALIATION	offender. No student or employee will be retaliated against for reporting	4
5		harassment or discrimination or participating in an investigation thereof. Any	5
6		student or employee who feels he or she has been retaliated against for	6
7		making a complaint or participating in an investigation should immediately	7
8		report the retaliatory act to the investigator of the original complaint who	8
9		shall immediately commence an investigation in accordance with the	9
10		procedures outlined below.	10
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12	VII. DISTRICT	The District will continue to build conflict resolution procedures and positive	12
13	COMMITMENT	mediation behavior into its daily operations to encourage all students and	13
14		staff to find non-violent physical and mental methods to reduce incidents of	14
15		harassment and discrimination in a positive manner.	15
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17	VIII. NOTICE OF	Students, parents, and employees shall be advised of this school board policy	17
18	POLICY	by the posting of the policy on bulletin boards accessible to students and	18
19		through publication in the student handbook.	19
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32	Approved		32
33	6/18/96		33
34	Reviewed: 9/2003		34
35	Rev/App: 1/2011		35
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