

RACIAL HARASSMENT

Discipline Policy

Any faculty or staff member found to be guilty of verbal acts, such as racial slurs, disparaging comments, or epithets; or physical acts, such as harassment or intimidation, may be subject to any or all of the following disciplinary actions, according to the severity of the action:

- First: An administrative reprimand will be placed in the offending party's personnel file.
- Second: An official board of education reprimand, along with compulsory participation in an equity assurance workshop.
- Final: A required appearance before the board of education for the specific purpose of imposing sanctions, up to and including suspension without pay or complete dismissal from service.

Any student found to be out of compliance with this policy through verbal acts, such as racial slurs, disparaging comments or epithets; or physical acts, such as harassment or intimidation, will be subject to discipline under the following guidelines:

- First Offense: Discussion with principal or in-school suspension.
- Second Offense: In-school suspension at the option of the administration.
- Third Offense: Suspension.
- Final Offense: Recommendation of long-term suspension to board of education pursuant to the guidelines set forth by the laws of the state of Oklahoma. (See also policy FOD.)

Counseling Services

Any person found to be either a victim or offender in an incident of a discriminatory nature shall be made aware of counseling services that are available through the counseling services of the school district or the guidance services with Ottawa County, Oklahoma.

Any student who is a victim of discrimination or is found to be guilty of discriminatory behavior will have available counseling services through the counseling services of the school district.