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|  | **McDowell County Board of Education**  Nelson K. Spencer, Superintendent  30 Central Avenue, Welch, WV 24801  Telephone (304) 436-8441 • Fax (304) 436-4008  http://boe.mcdo.k12.wv.us | **BOARD OF EDUCATION**  David Williams, President  Georgia West, Vice President  Margaret Beavers, Member  John Callaway, Member  Michael Mitchem, Member |

August 20, 2015

From: Ingrida Barker, Assistant Superintendent/Title IX

To: Employees/Students/Parents

Subject: Procedures for Reporting/Investigating Incidents of Racial, Sexual, Religious/Ethnic, Disabilities Harassment or Violence

McDowell County Schools affords all students equal educational opportunities as well as equal opportunities to participate in extracurricular activities and prohibits discrimination and harassment in any program or activity of or sponsored by McDowell County School on the basis of an individual’s disability status. McDowell County Schools affords all employees a work place free from disability harassment/discrimination. Disability discrimination also includes acts associated with or perpetrated by third party individuals.

Discrimination and harassing behaviors include, but are not limited to, making comments, name-calling, conduct of a physical nature, or other expressive behavior directed at an individual or group on the basis of an individual’s or individuals’ disability or disabilities. Discriminatory and harassing behavior creates a demeaning, intimidating, and hostile educational environment.

School personnel who become aware of disability-related harassment shall act promptly to address the harassment with the goal of preventing it from recurring and, where appropriate, to address the effects on the student/employee who was harassed. Remedial measures will generally include counseling of persons(s) who have been harmed by harassment and person(s) who have been responsible for the harassment of others and implementing monitoring programs to follow up on addressed issues of disability harassment. Students should report any concerns related to disability harassment to the school principal, a teacher or counselor.

McDowell County Schools encourages students/employees or a parent(s) or legal guardian(s) to report incident(s) of disability harassment. If the student or parent(s) or legal guardian(s) desires further assistance regarding his/her/their complaint, he/she/they may contact the Director of Special Education.

\*These attachments may also be found on our McDowell County website: <http://boe.mcdo.k12.wv.us/>