

Section: **PERSONNEL**

Policy Title: **Racial Harassment**

The Kelso School District maintains an education and work environment, including any school-related activity, that is free from all forms of discrimination, including racial harassment.

Racial harassment is a form of misconduct which undermines the integrity of the education environment and the employment relationship. Racial harassment or discrimination of an individual(s) by words, in writing, by gestures or actions is a violation of both federal and state law. It refers to behavior that is racially based, offensive, and which interferes with or creates a hostile education environment. Such harassment can be expressed by words, writing, images, gestures, and/or actions. Racial harassment may include conduct or communication that involves adult to student, student to adult, student to students, and adult to adult. Racial harassment is a violation of both federal and state employment discrimination laws, including Title VI of the Civil Rights Act.

The District's intent is to provide an education and work environment free from any form of racial harassment. The District prohibits racial harassment in any form by employees, students, volunteers, parents/guardians.

Adopted: November 27, 2000
Reviewed: December 11, 2006