

Section: **PERSONNEL**

Policy Title: **Disability 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 harassment based on disability. The District prohibits harassment based on disability in any form by employees, students, volunteers, parents/ guardians.

Harassment based on disability is a form of misconduct which undermines the integrity of the education environment and the employment relationship. It refers to offensive behavior that interferes with or creates a hostile educational environment for students with disabilities. -Such harassment can be expressed by words, writing, images, gestures, and/or actions. Harassment based on disability may include conduct or communication that involves adult to student, student to adult, student to student, and adult to adult. Harassment based on disability is a form of discrimination prohibited by Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Individuals with Disabilities Education Act (IDEA).

Adopted: February 26, 2001  
Reviewed: December 11, 2006