

## School City of Whiting Anti-Harassment Statement

It is the policy of the Board of School Trustees to maintain an education and work environment that is free from all acts of harassment on the basis of race or national origin, including shared ancestry, occurring in the District's schools, employment opportunities, programs, and or activities, whether on or off District grounds or outside the District's schools. This commitment applies to all School City of Whiting schools, operations, employment opportunities, programs and activities. All students, parents of students, administrators, teachers, and staff share responsibility for avoiding, discouraging, and reporting any acts of harassment on the basis of race or national origin, including shared ancestry, occurring in the District's schools, employment opportunities, programs and/or activities, whether on or off District grounds or outside the District's schools.

The District will take all steps necessary to ensure that students, parents of students, staff and faculty are not discriminated against or subjected to a hostile environment on the basis of race or national origin, including shared ancestry. To this end, the District will promptly investigate all incidents of harassment of which it has notice and will take appropriate disciplinary action against students, faculty, administrators, or staff that violate the District's policies and procedures addressing harassment. Students who participate in harassment in violation of school policy will be disciplined; including if circumstances warrant, with suspension or expulsion. The District will take prompt and effective responsive action to investigate reported acts, end discrimination or harassment, prevent its recurrence, and where appropriate, take steps to remedy the effects of discrimination or harassment on the affected students, parents of students, staff, and faculty. Support, including counseling and educational resources will be available to students who are harassed as well as to students found to have engaged in acts of harassment on the basis of race or national origin, including shared ancestry.

In the event that any students or parents of students experience or witness discrimination on the basis of race or national origin, including shared ancestry, they are to report such acts to the principal of the building in which the harassment is occurring. In the event that any faculty or staff experience or witness discrimination on the basis of race or national origin, including shared ancestry, they are to report such acts to the human resources department.

Students, parents and District staff will work together to prevent harassment on the bases of race and national origin, including shared ancestry. The School City of Whiting will not tolerate retaliation for reporting harassment and will take steps to protect those who wish to report harassment anonymously or confidentially.

Acts of harassment are to be reported to the following staff:

Jonathan Chance, Whiting High School principal  
1751 Oliver Street  
Whiting, IN 46394  
219-659-0255  
[jchance@ns.whiting.k12.in.us](mailto:jchance@ns.whiting.k12.in.us)

Christine Wheeler, Whiting Middle School principal  
1800 New York Avenue  
Whiting, IN 46394  
219-473-1344  
[cwheeler@ns.whiting.k12.in.us](mailto:cwheeler@ns.whiting.k12.in.us)

Julie Pearson, Nathan Hale Elementary  
1831 Oliver Street  
Whiting, IN 46394  
219-659-0738  
[jpearson@ns.whiting.k12.in.us](mailto:jpearson@ns.whiting.k12.in.us)

Felicia Cronin, Human Resources  
1500 Center Street  
Whiting, IN 46394  
219-659-0656  
[feronin@ns.whiting.k12.in.us](mailto:feronin@ns.whiting.k12.in.us)