

Important Information About DISCRIMINATION, HARASSMENT, INTIMIDATION AND BULLYING

Non-Discrimination

North Franklin School District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by person with a disability. The district will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities.

You can report discrimination and discriminatory harassment to any school staff member or to the district's [Civil Rights Coordinator](#), listed below.

Safe and Positive Environment

The district believes that a safe, civil environment is essential to high student and staff achievement, to the free exchange of ideas central to a quality educational process, and to the development of youth as thoughtful participants in our democracy. Conversely, uncivil conduct, like other forms of disruptive behavior, interferes with a student's ability to learn and a school's ability to educate its students.

The district's Regulations on harassment support our high expectations for proper behavior. Please take a moment to review the summary of the following policies [found at this link](#):

- **Policy 3205** and **3205P** - Sexual Harassment
- **Policy 3207** and **3207P** - Harassment, Intimidation, and Bullying
- **Policy 3210** and **3210P** - Nondiscrimination

Prohibition of Harassment, Intimidation, and Bullying

If your student feels that they are being harassed, intimidated, or bullied you or your student should immediately report such incidents to a teacher, counselor, or building administrator. Concerns can also be reported by turning in an [NFSD HIB Form](#) to your local school, or on the [NFSD Online Tip Reporting System](#).

"Harassment, intimidation or bullying" is defined as any intentional written message or image including those that are electronically transmitted, a verbal or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation or mental or physical disability, or other distinguishing characteristics, when the act:

- Physically harms a student or damages the student's property;
- Has the effect of substantially interfering with a student's education (for example, substantially interfering with classroom performance, attendance, or pattern of tardiness);

- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student actually to possess a characteristic that is a basis for harassment, intimidation, or bullying. “Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, and weight. “Intentional acts” refers to the individual’s choice to engage in the act.

Conduct that may rise to the level of harassment, intimidation and bullying may take many forms, including, but not limited to: slurs, rumors, jokes, innuendoes, demeaning comments, graffiti, pictures, photographs, drawings, cartoons, pranks, ostracism, physical attacks or threats, gestures, or acts relating to an individual or group whether electronic, written, oral, or physically transmitted messages or images.

Sexual Harassment

Students and staff are protected against sexual harassment in any school program or activity, including on the school campus, on district-provided transportation, or off-campus during a school-sponsored activity.

Sexual harassment is unwelcome behavior or communication that is sexual in nature. Sexual harassment can occur adult-to-student, student-to-student or can be carried out by a group of students or adults. The district prohibits sexual harassment of students by other students, employees, volunteers, or third parties involved in district activities or engaged in the authorized use of district facilities.

You can report sexual harassment to any school staff member or to the district's [Title IX Coordinator](#), listed below.

Discrimination and Harassment Complaints

If you believe that you or your child has experienced unlawful discrimination or harassment at school, you have the right to file a complaint.

Before filing a complaint, you can discuss your concerns with your child’s principal or with the school district’s [Title IX Officer](#), [HIB Coordinator](#), [Civil Rights Coordinator](#), or [Section 504 Coordinator](#), listed below. This is often the fastest way to resolve your concerns.

TITLE IX COORDINATOR

Pat Nunan

Curriculum & Assessment Director

North Franklin School District

1100 West Clark Street | PO Box 829 | Connell, WA 99326

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CIVIL RIGHTS COMPLIANCE OFFICER

Pat Nunan

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HARASSMENT, INTIMIDATION, BULLYING (HIB) COMPLIANCE OFFICER

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SECTION 504/ADA COORDINATOR

Carrie Hatch

Special Education Director

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- The complaint procedure for allegations of harassment, intimidation, and bullying is in [District Procedure 3207P](#).
- The complaint procedure for allegations of discrimination is in [District Procedure 3210P](#).
- The complaint procedure for allegations of sexual harassment is in [District Procedure 3205P](#).