

# **Carter County School District**

## **Anti-Harassment and Discrimination Statement**

The Carter County School District does not tolerate acts of harassment and discrimination based on race, color, national origin, age, religion, sex or disability.

Harassment/discrimination is prohibited at all times on school property and off school grounds during school-sponsored activities. This prohibition applies to visitors to our schools, as well as students, administrators, faculty and other employees who may come into contact with employees and students.

Prohibited acts of harassment/discrimination include, but are not limited to, offensive conduct such as racial or ethnic slurs, jokes, derogatory comments, or other verbal or physical conduct against a member of any of the protected categories listed above.

Students who believe they or any other student, employee, or visitor is being or has been subjected to harassment/discrimination shall, as soon as reasonably practicable, report it. In each school building, the Principal is the person responsible for receiving reports of harassment/discrimination at the building level. Otherwise, reports of harassment/discrimination may be made directly to the Superintendent at the district's central office at 228 South Carol Malone Boulevard, Grayson, KY 41143 or by phone at 606-474-6696. Additionally, if sexual harassment/discrimination is being alleged, reports may be made directly to the District Title IX Coordinator at the same address or phone contact.

District staff shall provide for a prompt and equitable resolution of complaints concerning harassment/discrimination.

Complaints of harassment/discrimination, whether verbal or written, shall lead to a documented investigation and a written report.

The investigation shall be adequate, reliable, and impartial, and shall include statements and any evidence of the reporter, the victim (if different than the reporter), the accused perpetrator and any known witnesses.

The District will take reasonable precautions to preserve confidentiality and will make every effort to prevent public disclosure of the names of the parties involved, except to the extent necessary to carry out the investigation.

Students who engage in harassment/discrimination of an employee or another student on the basis of any areas mentioned above shall be subject to disciplinary action, including but not limited to, suspension and expulsion.

Employees who engage in harassment/discrimination of a student or another employee shall be subject to disciplinary action, including but not limited to, suspension without pay and termination of employment.

Retaliation by faculty, staff or students against any individual who has reported harassment or discrimination, or who has provided information during an investigation, is strictly forbidden. Anyone who feels that they have been retaliated against in any way should notify the building Principal or the Superintendent immediately. The Superintendent will take immediate steps to protect students and employees against retaliation.

The Carter County School District requires high standards of personal conduct from its students, as well as its staff, and embraces the concept that each student and each employee shall respect the rights of others and abide by its policies and administrative procedures. Students, their parents and District employees are encouraged to work together to prevent acts of harassment and discrimination based upon race, color, national origin, age, religion, sex or disability.

Dated: September 19, 2017