



NONDISCRIMINATION POLICY

The AWBLA District, is an equal opportunity educational provider and employer, does not discriminate on the basis of race, color, ethnicity, religion, national origin, gender, disability, sexual orientation, genetic information, gender identity, or gender expression or any other basis protected by law in educational programs or activities that it operates or in employment decisions. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner. (Not all prohibited bases apply to all programs.)

If you suspect discrimination please contact: Kalandra Scott, Title IX, at (469) 503-4615; Dr. Tiffani Allen, Section 504, at (214) 938-3645; Kalandra Scott, Americans with Disabilities Act, at (469) 503-4615; or Employee Relations at (972) 709-4700 x2704. General questions about the district should be directed to Customer Service at (972) 709- 4700 x2704

Harassment: Including Racial, Ethnic, National Origin, Religious, Disability, Gender, Gender Identity, Gender Expression and Sexual Orientation (Pages 20-21)
Students are expected to treat other students and district employees with courtesy and respect, to avoid behaviors known to be offensive, and to stop those behaviors when asked or told to stop. District employees are expected to treat students with courtesy and respect.

The district expressly prohibits racial, national origin, ethnic, religious, disability, genetic information, gender, gender identity, gender expression, or sexual orientation harassment of its students, employees, and those who seek to join the campus community in any capacity or those who interface with the district, i.e., citizens, parents, vendors.

Examples of harassment include, but are not limited to, threatening or intimidating conduct; verbal, written, electronic, or physical conduct; and any other demonstrative actions based on race, color, ethnic origin, nationality, religious preference, disability, genetic information, gender, gender identity, gender expression, or sexual orientation that has the purpose or effect of creating a hostile, intimidating, or offensive learning environment and substantially interfering with the learning environment.

Sexual Harassment

All students are prohibited from engaging in offensive verbal, written, electronic, or physical conduct of a sexual nature directed toward another student. This prohibition applies whether the conduct is by word, gesture, or other intimidating sexual conduct, including requests for sexual favors that the other student regards as offensive or provocative. Examples of prohibited sexual harassment may include, but are not limited to: touching private body parts or coercing physical contact that is sexual in nature; sexual advances; jokes or conversations of a sexual nature; and other sexually motivated conduct, communications, or contact.

Sexual harassment of students by employees of the district is strictly prohibited. Any romantic or inappropriate social relationship, including any sexual relationship, between a student and a district employee is prohibited, even if consensual. Sexual contact between an employee of the district and a student is a second degree felony, according to the Texas Penal Code. Necessary or permissible physical contact that is not reasonably construed as sexual in nature does not constitute sexual harassment.

Students and/or parents are encouraged to discuss their questions or concerns about the expectations in this area with the teacher, the principal, or designee. Students, parents, and/or a student's representative may contact the principal, counselor, Child Abuse and Domestic Violence Prevention Office, or designee regarding available counseling as a result of harassment.

Retaliation

Retaliation against a person who makes a good faith report of dating violence, discrimination, or harassment is prohibited. Retaliation against a person who is participating in an investigation of alleged dating violence, discrimination, or harassment also is prohibited. A person who makes a false claim, offers false statements, or refuses to cooperate with a district investigation, however, may be subject to appropriate discipline.

Reporting Procedures

Any employee or student who believes that he or she has experienced harassment or retaliation should immediately report the problem to a teacher, school counselor, principal, or other district employee. All allegations of harassment involving a student shall be reported to a teacher or principal. The discipline guidelines are located in the **Student Code of Conduct**. No procedure in district policy shall have the effect of requiring the student alleging harassment to bring the matter to the person who is the subject of the complaint. Should the complaint be against a district administrator, the complaint should be filed with the next level of authority.

Upon receiving a report of prohibited conduct as defined by policy FFH, the district will determine whether the allegations, if proven, would constitute prohibited conduct as defined by that policy. If not, the district will refer to policy FFI to determine if the allegations, if proven, would constitute bullying, as defined by law and policy. If the alleged prohibited conduct, if proven, would constitute prohibited conduct under FFH and would also be considered bullying as defined by law and policy FFI, an investigation of bullying will also be conducted.

In the event alleged prohibited conduct involves another student, the district will notify the parents of the student alleged to have experienced the prohibited conduct when the allegations, if proven, would constitute a violation as defined by policy FFH.

A person who has knowledge of a student who is believed to have been sexually harassed by an employee of the district may seek assistance from the Child Abuse and Domestic Violence Prevention Office by calling (888) 572-2873

Investigation of Report

District officials shall promptly investigate all allegations of dating violence; racial, ethnic, religious, disability, gender, gender identity, gender expression, sexual orientation, or sexual harassment; discrimination; and retaliation. Action as deemed appropriate pursuant to district policy will be taken. If a saw enforcement or other

regulatory agency notifies the district that it is investigating the matter and requests that the district delay its investigation, the district will resume the investigation at the conclusion of the agency's investigation.

Filing false allegations is strictly prohibited and may result in disciplinary action. Any person who intentionally files a false claim may be subject to any and all available state and district penalties. A student or parent who is dissatisfied with the outcome of the investigation may appeal in accordance with policy.