

**BETHEL SCHOOL DISTRICT #52**  
**BOARD OF EDUCATION POLICY STATEMENT**

Subject: **Racial Harassment**

Policy Number: **JFCFA** Effective Date: **12/2020**

Date of Original Policy and Revisions: **4/01, 6/01, 12/06, 2/08, 4/10, 10/11, 10/16**

Cancels Policy: \_\_\_\_\_ Dated: \_\_\_\_\_

Date of Next Review: **12/2023**

**POLICY**

Racial harassment will not be tolerated in the Bethel School District, on the area immediately adjacent to school grounds, on school-provided transportation, or at any official school bus stop, activity, program, event, internship, or trip sponsored by the District. Additionally, incidents of racial harassment that interfere with or disrupt the educational process are prohibited.

This policy gives notice to all employees, students, and patrons that all racial harassment allegations shall be investigated and dealt with quickly and effectively.

“*Racial Harassment*” means unwanted behavior of a nonverbal, verbal, written, graphic, sexual or physical nature related to actual or perceived race, color, national origin, ethnicity, cultural background, physical characteristics, or linguistic characteristics of a national origin group.

The following examples of racial harassment include, but are not limited to conduct that:

- interferes with an individual’s work or school performance;
- creates an intimidating, hostile, or offensive school or work environment; or,
- includes racial slurs regardless of intent, gestures, insignias, acronyms (e.g. KKK), name-calling or symbols (e.g. swastikas, confederate flags) that make an individual feel threatened or uncomfortable (see policy ACB –All Students Belong).

**Student Responsibility**

Students are expected to follow the standards for student behavior outlined in School Board policy, the District’s Student Rights and Responsibilities Handbook, and school handbooks. Students who violate this racial harassment policy are liable for discipline, suspension, or expulsion following the rules established in the Student Rights and Responsibilities Handbook. In addition, violators of this policy will be provided with appropriate education regarding racial harassment.

Students are expected to hold themselves, their peers, and other students to the standards established by this policy. Students are expected to bring violations to the attention of a teacher, counselor, building administrator, or other staff member.

**District Staff Responsibility**

Teachers, other staff members, and volunteers who observe students, staff, volunteers, or other adults engaging in racial harassment must take action to stop the behavior and report such acts to an administrator. A building administrator will investigate as soon as possible and take appropriate action. An employee who permits racial harassment to continue or does not respond to a racial harassment complaint may be subject to disciplinary action.

**BETHEL SCHOOL DISTRICT #52**  
**BOARD OF EDUCATION POLICY STATEMENT**

**School Responsibilities**

1. All racial harassment allegations, or incidents that may suggest that racial harassment has occurred, will be treated as a racial harassment allegation.
2. A building administrator will conduct a thorough, sensitive and timely investigation of all racial harassment allegations as soon as possible and take appropriate action. Disciplinary actions and educational opportunities will be implemented contingent upon the outcome of the conclusions of the investigation. Retaliatory behavior of any kind against any complainant or any participant in the complaint process will not be tolerated.
3. The school will notify parents/guardians of the victim(s) and perpetrator(s) regarding the outcome of the investigation.
4. Necessary support structures will be available and implemented for victims of racial harassment.
5. Each racial harassment allegation will be documented and information will be forwarded to the District Title VI coordinator in a timely fashion.

**District Responsibilities**

The District will:

1. provide an educational program that teaches students to be respectful of others in a diverse society and to understand the impact of racial harassment on students, staff, and community;
2. ensure sensitive and full investigations of each and all racial harassment allegations;
3. ensure appropriate documentation of all reported incidences;
4. conduct an annual review of racial harassment violations and make recommendations for improvement;
5. ensure appropriate education and discipline for racial harassment violations are available for perpetrators;
6. ensure support structures are provided for victims of racial harassment; and,
7. publicize this Policy in the Bethel “Student Rights and Responsibilities Handbook”, school handbooks, and employee manuals and make it available on the Bethel School District website.

**Training**

The District shall provide for the training and orientation of staff, students, volunteers and District representatives on the contents of this policy. Training will be mandatory. Through this training, staff will learn to create positive learning and social environments throughout the District; and prevent, recognize, discourage, and deal with racial harassment.

**Reporting Harassment / Investigation / Complaints** (See [Administrative Rule KL: Complaint Procedure](#))

A student or his or her guardian who believes the student is the object of racial harassment shall, at the earliest opportunity, report the incident to a staff member on duty at the time, or to the student’s teacher, or to a building administrator. This report may be made anonymously. The incident shall be investigated by a building administrator and discipline enforced, as necessary, at the building level. Anyone reporting racial harassment shall be free from retaliation.

**BETHEL SCHOOL DISTRICT #52**  
**BOARD OF EDUCATION POLICY STATEMENT**

Complaints against a building administrator shall be filed with the superintendent. Complaints against the superintendent shall be filed with the Board chair.

Direct complaints related to educational programs and services may be made to the U.S. Department of Education, Office for Civil Rights.

Anyone reporting racial harassment shall be free from retaliation. Retaliation is defined as harassment, which includes intimidation, bullying, hazing, menacing or cyberbullying, toward a person in response to a previously reported racial harassment incident. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry, is prohibited. Such retaliation shall be considered a serious violation of board policy independent of whether a complaint is substantiated. If the complaint is found to be without merit or cannot be substantiated, all parties shall be so notified. Individuals determined to be guilty of racial harassment shall have the right to appeal the determination to the superintendent and the board of directors. Reports may be submitted anonymously.

Any person found to knowingly make false accusations of racial harassment shall be subject to discipline procedures following the rules established in the Student Rights and Responsibilities Handbook.

**REPORTS**

None.

**ATTACHMENTS**

None.

**REFERENCES / COMMENTS**

Title VI of Civil Rights Act of 1964

[Administrative Rule KL - Complaint Procedure](#)

*Bethel School District Office of Civil Rights Case 10001185, July 2001*

Bethel District Policy ACB – All Students Belong