

dent participation by directly contacting students on school grounds or by asking students who participate in their programs to recruit students who remain at school. All promotional activities will be conducted away from school.

Gang Activity

The presence of members of gangs and gang activities on campus or at off-campus, school-sponsored activities is likely to cause a substantial disruption or material interference with school and school activities. A "gang" is defined as a group that identifies itself through the use of a name, unique appearance or language, including hand signs, the claiming of geographical territory or the espousing of a distinctive belief system that frequently results in criminal activity. (ORS 336.109 (2)).

The following activities are prohibited at school or school-related activities:

- a. No student shall wear or display clothing or other objects that are commonly considered evidence of membership or affiliation with any gang. These expressions substantially disrupt the educational program by creating a hostile and intimidating environment for students and staff. Schools should consult their school resource officer and the district's equity coordinator when restricting gang expression.
- b. No student shall commit any act, or use any speech, verbal or nonverbal, showing membership in, or affiliation with, a gang. For example, students may not demonstrate intimidating and/or violent behavior, or use gang signs or graffiti. Students are expected to refrain from using gang-related phrases.
- c. No student shall commit any act that furthers gangs or gang activity including, but not limited to, wearing garb or displaying symbols directly associated with affiliation of a known local gang, soliciting others for membership in any gangs or inciting other students to act with physical violence upon any other person. Such acts are presumed to undermine the school's basic mission and will create an immediate danger to the orderly operation of the school.

Nondiscrimination

Eugene School District 4J policy AC prohibits discrimination or harassment in educational programs, activities, services or employment on the basis of the person's actual or perceived protected class status, including disability, race, color, national origin, ethnicity, sex, sexual orientation, gender identity or expression, age, religion, marital status, socioeconomic status, source of income, cultural background, familial status, physical characteristics, or linguistic characteristics of a national origin group.

It is a violation of district policy for any student or employee to discriminate against a student or employee, or to harass a student or employee, based on the student or employee's actual or perceived protected class status.

The district expects that staff, volunteers and students will provide equal treatment and access to educational programs, services and aid to students without regard to their protected status.

The district will investigate all complaints—formal or informal—of discrimination or harassment of a student or employee based on a student or employee's actual or perceived protected status, and will take appropriate

corrective, remedial, and disciplinary measures for substantiated violations of this policy.

For prompt and equitable resolution of student complaints alleging discrimination and harassment based on protected status, parents and students are urged to contact the school principal or, if they believe the principal is involved or has not resolved the matter, the superintendent's office. Employees who witness or reasonably suspect discrimination or harassment must report the matter to the school administrator or to the superintendent's office.

For more information about student complaints, please refer to the district publication Bullying, harassment & discrimination: Step-by-step complaint process, available from school offices or the superintendent's office.

The district complies with all applicable state and federal laws and regulations, including Title VI, Title IX, Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and Oregon law. Please contact the superintendent's office for any questions pertaining to district compliance.

Superintendent's Office — 541-790-7707
Title IX Coordinator, Jeff Johnson — 541-790-7559
504 Coordinator, Dr. Cheryl Linder — 541-790-7800

Search and Seizure

Schools have a responsibility to protect students from harm, maintain order and fulfill their educational mission. Students have a legitimate expectation of privacy, which is protected by the U.S. and Oregon Constitutions. Balancing these concerns, school officials may conduct searches of students or their belongings only under certain circumstances.

Student Searches

School officials may search a student and his or her personal property, or any district property used by the student, if the officials have reasonable suspicion to believe that the student in question violated a school rule or law and that a search will turn up evidence of the violation of the rule or law. The search will be reasonable in scope, meaning reasonably related to the objectives of the search, and not excessively intrusive in light of the age, sex and maturity of the student and the nature of the infraction.

A search may also be conducted in exigent or emergency circumstances, even without individualized suspicion, when the immediate safety of the school or student(s) is at risk. Officials may also conduct a search when the student or the student's parent consents.

The student will be given the opportunity to be present when the search of personal possessions is conducted, providing the student is in attendance and if there is no reason to believe that his or her presence would endanger his or her safety or the safety of others. Any search of a student's person will be conducted in the privacy of a school office except in an emergency where delay might endanger the welfare of other persons.

Seizure of Property

School officials will seize illegal items, stolen property, evidence of commission of a crime or violation of school policy, or other possessions reasonably determined by school authorities to be a threat to the safety or security of students or others. Such items include but are not limited to guns, other dangerous weapons, illegal drugs and drug paraphernalia. Other items that may be used to substantially disrupt or materially

interfere with the education process may be temporarily removed from the student's possession.

Dangerous weapons, including guns, knives, metal knuckles or any other weapon, the purpose of which is to injure other persons or property, will be promptly turned over to a representative of the appropriate law enforcement agency. Parents will be notified whenever such an item is removed from a student's possession, unless the notification will unduly interfere with the investigation of the law enforcement agency.

Use of Lockers and Desks

a. Assignment of Lockers and Desks: Lockers and desks belong to the school district and are assigned for the convenience of students. They are to be properly cared for by students and not used for the storage of illegal or dangerous items, items prohibited by this handbook, or evidence of an illegal act or violation of a school rule.

b. General Inspections of Lockers and Desks: A general inspection of lockers or desks may be conducted by school officials at any time without prior notice. Such inspections may be conducted to ensure proper sanitation, check mechanical condition and safety, reclaim property belonging to the district, or detect drugs, weapons, contraband, or other violation of law or school rules. Items belonging to the school district and not appropriately in the student's possession will be seized and returned. Illegal or dangerous items, or items prohibited by this handbook, will be seized and held for appropriate disposition. Students will be notified of any items seized.

c. Special Inspections of Individual Student Lockers or Desks: Special inspections of individual lockers or desks may be made when there is reasonable suspicion to believe that they contain items that are illegal, dangerous, or evidence of a violation of the law or school rules. It is recommended that the student be given the opportunity to be present when the search is conducted, if the student is in attendance and if there is no reason to believe that the student's presence would endanger the safety of the student or others.

Student Conduct: Offenses

Students are required to maintain high standards of academic and personal behavior, not only in accordance with the rights and responsibilities set forth in this handbook, but with respect toward other students, staff members and private and public property. Oregon law requires students to comply with the written rules of the school district, to pursue the prescribed course of study, to submit to the lawful authority of staff and to conduct themselves in an orderly fashion.

Students will be subject to discipline, up to and including suspension or expulsion, for misconduct that violates federal, state, county or city laws or the policies and rules established by the school district, including but not limited to harassment or discrimination, theft, disruption of school, damage or destruction of school property, damage or destruction of private property, assault or threats of harm, unauthorized use of weapons or dangerous instruments, unlawful use of drugs, narcotics or alcoholic beverages, and persistent failure to comply with rules or the lawful directions of teachers or school officials.

Violation of the District's Bullying and Discrimination Policies

Students shall refrain from bullying, harassment or discrimination including by words or actions based on another person's actual or perceived disability, race, color, national origin, ethnicity, sex, sexual

orientation, gender identity or expression, age, religion, marital status, socioeconomic status, source of income, cultural background, familial status, physical characteristic, or linguistic characteristics of a national origin group. Students shall also comply with the district's bullying and nondiscrimination policies, which are outlined in this handbook.

Theft and Stolen Property

No student shall steal or attempt to steal school property or private property while on school property or during a school activity, function or event that occurs off school property. No student shall have stolen property in his or her possession. Stealing means taking or withholding someone else's property without permission, or by extorting or by deception. If a student finds property not belonging to him or her and keeps it for his or her own use instead of delivering it to school staff, that is also considered theft and serious misconduct.

Substantial Disruption of School or School Activities

Any conduct that substantially disrupts or threatens to substantially disrupt school activity is forbidden. Willful disobedience, open defiance of a staff member's authority, threats of harm to persons or property, harassment or discrimination prohibited by school rules, including racial and sexual harassment, or language that creates an immediate danger of disruption to the orderly operation of the school or creates a clear and present danger of violation of the law or attendance regulations are prohibited.

Willful Disobedience of a Staff Member's Authority

Students will submit to the lawful authority of teachers, administrators and other staff members.

Use or Display of Vulgar and Plainly Offensive, Obscene or Sexually Explicit Language

The use or display of vulgar and plainly offensive, obscene or sexually explicit language or graphics is prohibited. Clothing with vulgar and plainly offensive, obscene or sexually explicit references, graphics or comments is prohibited.

Damage or Destruction of School Property

No student will vandalize or attempt to destroy school property. The district will attempt to recover, through legal action if necessary, from those students or their parents the actual cost of repair or replacement of school property vandalized or intentionally or recklessly destroyed by students.

Damage or Destruction of Private Property on School Premises or During a School-Sponsored Activity

No student will cause or attempt to cause damage to private property either on the school grounds or during a school activity, function or event off school property.

Coercion, Assault, Menacing, Threats, Intimidation or Harassment

No student will coerce, assault, menace, intimidate, harass or threaten to harm another person for any reason including to obtain money or other property, or force any person to do any act against the will of that person. "Assault" means intentionally, knowingly or recklessly causing injury to another. "Menace" means by words or conduct the student intentionally attempts to place another person in fear of imminent serious physical injury.

Possession, Handling or Transport of Any Dangerous or Deadly Weapon

No student shall possess, handle or transmit any object that is reason-