



**SEE SOMETHING
HEAR SOMETHING
SAY & DO SOMETHING**

NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR
ACTIVITIES BP 2266

ANTI-HARASSMENT
BP 5517

BULLYING AND OTHER AGGRESSIVE BEHAVIOR TOWARD STUDENTS
BP 5517.01



ANTI HARASSMENT and SEXUAL HARASSMENT

The Hartland Consolidated School Board prohibits harassment of any kind, including sexual harassment, in all schools and facilities within the district. The district regards sexual harassment as improper, immoral, and illegal, and such actions are not tolerated. Federal law including Title IX of the Educational Amendments of 1973 defines sexual harassment as unwanted sexual advances, requests for sexual favors, or unwanted visual, verbal or physical conduct of a sexual nature. The term "sexual harassment" means sexual harassment in the broadest meaning of that term in current popular as well as legal usage.

In accordance to Board Policy 1662, 2266, 3122, 3362, 4362, 5516, 5517 and 5517.01 the district shall maintain an environment for all employees and students that is free from all forms of bullying, cyberbullying, harassment, hazing, and sexual harassment. These policies are to inform students and parents about bullying, harassment, hazing, and sexual harassment and the procedures to be followed in dealing with both.

When in the service of the Board, employees will demonstrate responsible behavior and care for the physical, emotional, and mental well-being of our students, staff, and volunteers. In the event an employee or student has knowledge about conduct deemed illegal, immoral, or inappropriate and jeopardizes the welfare of students, staff, or volunteers, the person shall promptly report the concern to school officials or an immediate supervisor.

The Board designates the following individuals to serve as "Anti-Harassment Compliance Officers" for the District:

Kate Gregory
Assistant Superintendent of Personnel and Student Services
9525 Highland Road
Howell, MI 48843
810-626-2111
kategregory@hartlandschools.us

Anna Kulas Rosenthal
Director of Human Resources
9525 Highland Road
Howell, MI 48843
810.626.2129
annakulasrosenthal@hartlandschools.us

- Know your Anti-Harassment and Compliance Officers!
- Step in
- Report to School Administrators!

NOTICE OF NONDISCRIMINATION

The Hartland Consolidated School District complies with all Federal Laws, Michigan Laws, and regulations of the U.S. Department of Education. The Board of Education does not discriminate on the basis of race, color, national origin, ancestry, religion, sex (including sexual orientation or transgender identity), genetic information, disability, age, height, weight, marital status, military status, English speaking status, or any other legally protected category, in all general education, special education, career & technical education programs and activities (co-curricular and extra-curricular, including employment opportunities.

If a person believes that s/he has been discriminated/retaliated against or denied equal opportunity or access to the District's programs, activities or services, including employment, the person may contact the District's Compliance Officers located at 9525 Highland Road, Howell, Michigan 48843:

Mrs. Kate Gregory
Assistant Superintendent of
Personnel and Student Services
810-626-2111
kategregory@hartlandschools.us

Mrs. Anna Kulas Rosenthal
Human Resources Director
810-626-2129
annakulasrosenthal@hartlandschools.us

Applicable Legislation:

- 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
- Title II of the Americans with Disabilities Act of 1990 (ADA) as amended
- State of Michigan Civil Rights Legislation
- Elliott-Larsen Civil Rights Act
- Persons with Disabilities Act 220 of 1976

Applicable Board Policies:

- 1422, 1422.02
- 1623, 1662
- 2260 & 2260.01, 2266, 5517

Protected Classes (Federal Law):

- Race
- Color
- National Origin
- Ancestry
- Religion
- Sex (Sexual Orientation or Gender Identity)
- Mental or Physical Disability
- Age
- Height
- Weight
- Marital Status
- Ancestry
- Genetic Status

5517.01 - BULLYING AND OTHER AGGRESSIVE BEHAVIOR TOWARD STUDENTS

It is the policy of the District to provide a safe and nurturing educational environment for all of its students.

This policy protects all students from bullying/aggressive behavior regardless of the subject matter or motivation for such impermissible behavior.

Bullying or other aggressive behavior toward a student, whether by other students, staff, or third parties, including Board members, parents, guests, contractors, vendors, and volunteers, is strictly prohibited. This prohibition includes written, physical, verbal, and psychological abuse, including hazing, gestures, comments, threats, or actions to a student, which cause or threaten to cause bodily harm, reasonable fear for personal safety or personal degradation.

Demonstration of appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying is expected of administrators, faculty, staff, and volunteers to provide positive examples for student behavior.

This policy applies to all "at school" activities in the District, including activities on school property, in a school vehicle, and those occurring off school property if the student or employee is at any school-sponsored, school-approved or school-related activity or function, such as field trips or athletic events where students are under the school's control, or where an employee is engaged in school business. Misconduct occurring outside of school may also be disciplined if it interferes with the school environment.

What's the difference?

TEASING

- Gets everyone to laugh
- Equal power
- Goes back and forth
- Both people are participating
- Nobody gets hurt

Conflict

- A disagreement, argument, or controversy about something.

Harassment

- Any act that subjects an individual to unwanted, abusive behavior of a nonverbal, verbal, written or physical nature.

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.



You are a mandated reporter!

We are not
deliberately
indifferent!

*It is not your job to
determine innocence
or guilt.
However, it is your
responsibility to
report.*

SUMMARY

- Know the Anti-Harassment Compliance Officers & T9 Coordinators.
- Know applicable Board Policy (ie 2266, 5517, 5517.01 and more).
 - Accessible via the schools website
- **“Protected Classes” - race, color, national origin, sex (including sexual orientation and gender identity), mental or physical disability, age, religion, height, weight, marital or family status, ancestry, or genetic information. All are protected by Federal Civil Rights Laws.**
- Priority: stop the inappropriate, unwelcome or unlawful behavior and provide supportive measures.
 - Immediately acknowledge the behavior. Either from what you have witnessed or from what is being told to you. Validate the student that you have heard them and will address the concern.
 - Evaluate for severe, pervasive AND objectively offensive.
 - Follow up with student, counselor and/or administration.

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