



Mitchell School District 17-2 POLICY

Category	Approval
Series 100: Foundations and Basic Commitments	Adopted
	Revised
	9/13/93
	12/12/94, 12/14/98, 1/10/00, 6/29/07
	Reviewed
	10/23/00, 7/14/03, 6/27/11, 6/22/15

HARASSMENT

MSD 115

The Mitchell School District 17-2 is committed to providing a learning and working environment free of harassment based on an individual's race, color, creed, religion, age, gender, disability, national origin or ancestry, mental and physical attributes, or any other status or condition protected by applicable federal or state law.

It shall be a violation of this policy for any student, school personnel, or visitor to harass any individual through: (i) conduct or communication of a sexual nature or, (ii) communication, disparaging a person's race, color, creed, religion, age, gender, disability, military status, ancestry or national origin, mental and physical attributes, or any other status or condition protected by applicable federal or state law. For the purpose of this policy, "school personnel" includes school board members, all school employees and agents, volunteers, contractors, and persons subject to the supervision and control of the District. This policy applies to violation that occur at the following locations: all District property; all District sponsored, approved or related activities at any location; and when traveling to and from school and/or the workplace.

The District will investigate all complaints of harassment and appropriate action will be taken against the individual(s) who is found to have violated this policy.

Notification of this policy and applicable regulations will be posted in District buildings. Notice will also be advertised annually and included in the District Report Card and included in all employee and student handbooks.

Legal Reference: Title VII of the Civil Rights Act of 1964
Title IX of the Education Amendments of 1972
South Dakota Executive Order 81-08