

DeForest Area School District  
Administrative Regulation

<b>TITLE:</b> <b>RACIAL/DISABILITY ABUSE AND HARASSMENT</b>	<b>NUMBER: AR 3.8(4)</b>
<i>Executive Limitation: EL 3, Treatment of Staff (3.8 – Harassment)</i>	
<b>Recorded as Administrative Regulation:</b> <i>Established: 3/8/04 (Replaces former AR 3.8(2) ) Revisions:</i>	
<b>Origin as Board Of Education Policy:</b> <i>Established: n/a Revisions:</i>	

The District does not tolerate racial or disability abuse or harassment in any form, and such conduct will result in corrective action, up to and including dismissal. Filing a complaint or reporting racial or disability abuse or harassment will in no way jeopardize an employee’s position or status with the District, nor will it affect future employment, compensation, work assignment, or status. The District’s established Racial/Disability Abuse and Harassment Policy follows.

**Racial Abuse and Harassment Policy**

DeForest Area School District entirely and consistently condemns, as a matter of principle, any unlawful or wrongful discrimination against the rights of others.

As the District is committed to maintaining an environment in which the dignity and worth of each member of its community are respected, it is the policy of the District that racial or disability abuse or harassment of or by students, faculty, staff, and guests or visitors will not be tolerated. Such behavior of identified individuals or groups will be subject to appropriate action including, but not limited to education, probation, suspension, or expulsion from the School District, and/or civil or criminal action in some instances.

Racial abuse is defined ordinarily as verbal, written, or physical conduct directed at a person or a group based on one’s color, race, national origin, or ethnicity where the offensive behavior is intimidating, hostile or demeaning, or which could or does result in mental, emotional, or physical discomfort, embarrassment, ridicule, or harm.

Disability abuse is defined ordinarily as verbal, written, or physical conduct directed at a person or a group based on one’s disability where the offensive behavior is intimidating, hostile or demeaning, or which could or does result in mental, emotional, or physical discomfort, embarrassment, ridicule, or harm.

Racial/Disability harassment differs from general abuse only in that it is defined ordinarily as repeated, persistent or continual verbal, written, or physical conduct directed at a person or a group or different individuals on separate occasions.

Racial/disability abuse and harassment include not only offensive behavior which interferes with a person's or group's well-being or development, but also such behaviors which interfere with one's employment or educational status or performance, or which create a hostile working, academic, or social environment.

It is a violation for a District person, student, faculty, administrator, staff, guest or visitor, or anyone else acting at the instigation of a District person to:

1. Engage in any form of racial/disability abuse or harassment intentionally or unintentionally within the District or on the immediately adjoining sidewalks or streets.
2. Retaliate against a person who has initiated an inquiry or complaint having to do with racial/disability abuse or harassment.

Anyone with a concern or complaint about a student should contact the corresponding School Principal. Anyone with a complaint about an employee (including a student employee) should contact that person's immediate supervisor. If the complaint is with the immediate supervisor, the employee should contact the supervisor's immediate superior. A complaint about a guest or visitor should be called to the attention of the host or the supervisor of the area or event where the concern has arisen.

Any student or employee may also contact the Director of Human Resources for counseling and assistance.

The right of confidentiality for any party involved in a racial/disability abuse or harassment incident, including the complainant and the accused, will be respected insofar as it does not interfere with the District's obligation to investigate allegations of misconduct and to take corrective action where appropriate.

## **References**

Title VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act of 1990 (Title II)

Individuals with Disabilities Education Act (IDEA)

Subchapter II of Chapter 111, Wisconsin Statutes entitled "Fair Employment"

Section 118.13 Wisconsin Statutes

## **CROSS REFERENCES**

AR 3.8(3) - Nondiscrimination

## **Executive Limitation**

3.0 Treatment of Staff