

FRONTIER PUBLIC SCHOOLS
ANTI-HARASSMENT STATEMENT

Harassment and bullying of students and employees are against federal, state and local law and policy, and are not tolerated by the Frontier Public Schools (Frontier). Frontier is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, Frontier has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment, should they occur. Bullying and harassment of students by other students, by school employees, and by volunteers who have direct contact with students will not be tolerated in the school or by the school district.

Frontier will vigorously enforce its prohibition against discriminatory harassment based on race, color, national origin, sex (including sexual orientation and transgender identity), disability, age (except as authorized by law), religion and gender expression or identity that are protected by Federal civil rights laws, and encourages those within the Frontier community as well as third parties, who feel aggrieved to seek assistance to rectify such problems. Frontier will promptly, impartially and thoroughly investigate all allegations of unlawful harassment and in those cases where unlawful harassment is substantiated, Frontier will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects.

This commitment applies to all school operations, programs, and activities. All students, families, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by Frontier.

Students and other members of the Frontier community and third parties are encouraged to promptly report, either verbally or in writing, incidents of harassing conduct to a teacher, administrator, supervisor or other school official so that Frontier may address the conduct before it creates a hostile environment for the affected individual(s). Any teacher, administrator, supervisor, or other district employee or official who receives such a complaint shall promptly file it with the Superintendent or Civil Rights Coordinator.

The following individuals have been designated to handle inquiries regarding the Frontier non-discrimination policies in education-related activities, including but not limited to inquiries related to Title VI 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 and the Age Act.

Should you wish to file a complaint alleging discrimination of a student or an employee based on disability, age, race, color, religion or national origin, please contact Superintendent Bob

Weckstein. If you wish to file a complaint based upon gender, pregnancy, sexual orientation, or gender identity you may contact Frontier Civil Rights Coordinator Daisy Warren.