

## **Point Arena Jt. Union High School District** **Prohibits Unlawful Discrimination and Retaliation**

Unlawful discrimination, including discriminatory harassment, intimidation and bullying, on the basis of gender, gender identity, gender expression, sex, race, color, religion, nationality/national origin, ethnic group identification, age, genetic information, mental or physical disability, sexual orientation or immigration status is strictly prohibited at school and school-related events and activities.

Discrimination and harassment based on a person's association with a person or group with one or more of these actual or perceived characteristics is also prohibited.

Unlawful discrimination may involve:

- Physical, verbal, nonverbal, or written misconduct;
- Creation of a hostile environment that is so pervasive it adversely affects a student's ability to participate in or benefit from educational programs and activities;
- Creation of an intimidating, threatening, or offensive environment that has the effect of substantially or unreasonably interfering with a student's academic performance or educational opportunities;
- Disparate treatment with regard to opportunities to participate in school programs or activities; and
- Disparate treatment with regard to the provision or receipt of educational benefits or services.

### **Where to Go for Assistance**

The District is committed to promptly investigating discrimination complaints. If you believe you or any other student has been the victim of unlawful discrimination, you are encouraged to report the matter promptly to your school's Principal or Assistant Principal, or the Superintendent, who is the District's Compliance Officer and may be reached at the District Office, P.O. Box 87, 45 Lake Street, Point Arena, CA 95468, or by phone at 707-882-2803.

Resolution of the matter by informal mediation is an option if you and all other parties agree to participate. If no agreement to mediate is reached or mediation is unsuccessful, a formal investigation will be completed within 60 calendar days, and appropriate corrective or disciplinary action will be taken to stop the misconduct. If circumstances warrant, corrective or disciplinary action may include suspension or expulsion of a student and suspension or termination of an employee.

You have the right to appeal the school district's decision, to pursue civil law remedies, and to seek assistance from mediation centers and public or private legal counsel. Complaints based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights (OCR), within 180 days of the alleged discrimination, at [www.ed.gov/ocr](http://www.ed.gov/ocr). If you have questions about the OCR complaint process, you can call or email OCR at 415-486-5555 and [OCR.SanFrancisco@ed.gov](mailto:OCR.SanFrancisco@ed.gov).

For further information, copies of the Point Arena Joint Union High School District's Nondiscrimination/Harassment Policy and Uniform Complaint Procedures are posted in the school office and are available online at <http://pointarenaschools.org/administration/policies/>.

You also may obtain a copy of these policies and related administrative regulations free of charge by visiting or calling your school office (Pt Arena High School (707) 882-2134, or the District Office (707) 882-2803).

### **Retaliation is Prohibited**

Retaliation for reporting or participating in the investigation of an unlawful discrimination complaint is strictly prohibited. Retaliation complaints will be promptly investigated and addressed. You are encouraged to report any concerns about retaliation to your school Principal or Assistant Principal, or the Superintendent, who is the District's Compliance Officer and may be reached at the District Office, P.O. Box 87, 45 Lake Street, Point Arena, CA 95468, or by phone at 707-882-2803.

If you believe you have been retaliated against because of a complaint based on race, color, national origin, sex, gender, disability, or age discrimination, you may also file a complaint with the U.S. Department of Education, Office for Civil Rights, within 180 days of the alleged retaliation.