

## **NOTICE TO ALL STAFF, STUDENTS, AND PARENTS:**

### **Eastern Carver County Schools will not tolerate any act or form of Sexual, racial, or religious harassment or violence.**

Eastern Carver County Schools will provide students and employees with an environment for learning and working that is free from sexual, racial, or religious harassment or violence, and prohibits any form of sexual, racial, or religious harassment or violence. Each employee is responsible for upholding and enforcing this policy.

Violations of the sexual, racial, or religious harassment or violence policy may include, but are not limited to:

- ◆ Unwelcome verbal harassment or abuse, including teasing, joking, or making derogatory or dehumanizing remarks;
- ◆ Displaying offensive pictures, posters, T-shirts, or other graphics;
- ◆ Threats or actions related to an individual's race, religion, or ethnic heritage;
- ◆ Unwelcome, subtle pressure for sexual activity;
- ◆ Unwelcome, sexually motivated or inappropriate patting, pinching, or physical contact, other than necessary restraint of pupil(s) by teachers, administrators, or other school personnel to avoid physical harm to persons or property;
- ◆ Physical violence or abuse including leering, inappropriate patting or pinching, other forms of unwelcome touching, attempted rape, and rape.
- ◆ Intentional brushing against a student's or an employee's body;
- ◆ Demanding sexual favors accompanied by implied or overt threats concerning an individual's educational or employment status;
- ◆ Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's educational or employment status.
- ◆ Harassment on the basis of sexual orientation.

Students and employees of Eastern Carver County Schools are responsible for conducting themselves in a manner consistent with the spirit and intent of the Sexual, Racial, Religious Harassment and Violence policy. Officials of Eastern Carver County Schools will investigate all complaints, either formal or informal, verbal or written, of violations of this policy. Appropriate disciplinary action will be taken with any student or employee who is found to have violated this policy.

Any student or employee who believes he/she has been a victim of a violation of this policy by another student or employee should report the incident so action can be taken. Complaints will be kept as confidential as possible. All students involved in a complaint may have a parent or other trusted adult with them in meetings. For information about the complaint procedure, or to file a report of a policy violation, or to receive/review a copy of the policy, contact your building principal, Eastern Carver County Schools Human Rights Officer or Title IX coordinator.

The actions taken as a consequence of a violation of this policy by a staff member will be consistent with requirements of applicable collective bargaining agreements, Minnesota statutes, and Eastern Carver County Schools policies.

The School District will investigate all reports and take disciplinary action it deems necessary and appropriate, including warning reprimand, suspension, or immediate discharge to end sexual, racial, and religious harassment and violence and prevent its recurrence.

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**Human Rights Officer:**  
**Dr. Jim O'Connell (952-556-6251)**  
**[oconnellj@district112.org](mailto:oconnellj@district112.org)**  
**Eastern Carver County Schools**  
**Administrative Offices**  
**11 Peavey Road, Chaska, MN 55318**

**Human Rights Officer:**  
**Amy LaDue (952-556-6114)**  
**[laduea@district112.org](mailto:laduea@district112.org)**  
**Eastern Carver County Schools**  
**Administrative Offices**  
**11 Peavey Road, Chaska, MN 55318**

**Title IX Coordinator**  
**David Brecht (952-556-6141)**  
**[brechtd@district112.org](mailto:brechtd@district112.org)**  
**Eastern Carver County Schools**  
**Administrative Offices**  
**11 Peavey Road, Chaska, MN 55318**

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State Law gives you the right to file a charge of discrimination with the Minnesota Department of Human Rights, Sibley Street and Mears Park, 190 East 5th Street, Suite 700, St. Paul, Minnesota, 55101, telephone: (651) 296-5663. Both the School District's policy and state law prohibit reprisals or retaliation against you for reporting sexual, racial, or religious harassment.