

Davenport Community Schools Diversity Statement

The Davenport Community School District (DCSD) provides equal educational and employment opportunities and will not illegally discriminate on the basis of race, creed, color, sexual orientation, gender identity, national origin, sex, disability, religion, age, ancestry, or actual or potential parental, familial, or marital status. DCSD will take affirmative action in recruitment, appointment, assignment, and advancement of women and men, members of diverse racial/ethnic groups, and persons with disabilities for job categories in which any of these groups of people are underrepresented.

Inquiries related to this policy may be directed to Dawn Anderson Rascher, DCSD Equity Coordinator, 1606 Brady Street, Davenport, IA 52803 or by phone at 563-336-3805. Inquiries may also be directed to the Iowa Civil Rights Commission, the Region VII Office of the United States Equal Employment Opportunities Commission, or the Region VII Office of Civil Rights, United States Department of Education.

Davenport Community Schools Publicity of Policy Statement

The District will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook,
- Inclusion in the registration materials,
- Inclusion in brochure handouts,

Inclusion on the school or school district's web site and a copy shall be made available to any person at the Administrative Office at 1606 Brady Street, Davenport, IA 52803.

Davenport Community Schools Vision Statement

Education that challenges conventional thinking, prepares all students to compete in a global society and inspires our students, parents, staff and community to answer the question, "what if"?

Davenport School District Philosophy

Each student shall have equal access to teachers, resources, facilities, and curriculum. The learning experiences at the various grade levels in our schools shall be comparable, irrespective of the location of the schools or the background of the students. The opportunities that we offer students shall be student centered and community focused. The process and methodology that we use to teach students will be tailored, to the extent possible, to the learning styles of the students. The content of our curriculum shall focus on those skills, attitudes, and abilities that are vital to the successful participation of our students in their local and world-wide community. Students shall be prepared for the global society in which we live.

The climate of our school district shall provide a safe, orderly, and healthy environment, wherein teachers can teach and students can learn. The atmosphere shall be one of trust rather than fear, respect rather than intimidation, and one that recognizes our daily activities will be focused on the instructional program of the school district.

The schools of The Davenport Community School District shall emphasize principals as instructional leaders, a clear instructional focus, a sound learning climate, high expectations for all students, the monitoring of student achievement, and parental and community involvement.



Anti- Harassment & Anti-Bullying Policy

**August
2011**

**Davenport Community Schools
1606 Brady Street
Davenport, IA 52803**

563.336.5000

Davenport School District Harassment & Bullying Board Policy

It is the policy of the District to maintain a learning and working environment that is free from harassment & bullying. It shall be a violation of **Board Policy No. 401.42 for any employee of the District** to harass another employee or student through conduct of a sexual nature or conduct designed to reduce the dignity of that individual with respect to age, race, creed, color, sex, sexual orientation, gender identity, national origin, ancestry, religion, disability, actual or potential parental, family or marital status, or any other status protected by relevant law.

It is a violation of **Board Policy No. 504.07 for students to harass or bully another student or employees** through conduct of a sexual nature or conduct designed to reduce the dignity of that individual with respect to age, race, creed, color, sex, sexual orientation, gender identity, national origin, ancestry, religion, disability, actual or potential parental, family or marital status, or any other status protected by relevant law.

Employees found in violation of this policy will be subject to discipline including, but not limited to, reprimand, probation, demotion, suspension, termination, or other sanctions determined appropriate by the supervisor, administration, and/or Board. **Students** found in violation of this policy and are subject to discipline outlined in **Policy No 504.07**.

Each school employee shall be responsible for promoting understanding and acceptance of, and assuring compliance with, state and federal laws and board policy and procedures governing harassment within the school setting. Administrators and/or supervisors shall conduct annual training sessions on this policy and the prevention of sexual, and other forms of harassment for all employees. This policy governs vendors or any others having business or other contact with District personnel or students. Any employee who believes he or she has been the subject of sexual, or other forms of harassment, should report the alleged act immediately (preferably within 48 hours after the alleged harassment occurs) to his or her immediate supervisor or the Director of Assessment, Equity, and Student Records Services. An investigation of the complaint will be undertaken immediately.

This policy applies while on school grounds, District property, or on property within the jurisdiction of the District; while on school-owned and/or school-operated buses, vehicles or chartered buses; while attending or engaged in school activities; and while away from school grounds if the harassment directly affects the good order, efficient management and welfare of the District.

Sexual Harassment Definition Board Policy

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an employee's employment or of an employee's work assignment;
- submission to or rejection of such conduct by an employee is used as the basis for decisions affecting the employee; or
- such conduct has the purpose or effect of unreasonably interfering with an employee's performance or creating an intimidating or hostile work environment.

Sexual harassment may include, but is not limited to the following:

- verbal or written harassment or abuse;
- pressure for sexual activity;
- repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job performance or assignment.

Harassment Definition Board Policy

Harassment means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble employees when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an employee's employment or of an employee's work assignment;
- submission to or rejection of such conduct by an employee is used as the basis for decisions affecting the employee; or
- such conduct has the purpose or effect of unreasonably interfering with an employee's performance or creating an intimidating or hostile work environment.

Harassment may include, but is not limited to the following:

- verbal, physical or written harassment or abuse;
- repeated remarks of a demeaning nature;
- demeaning jokes, stories or activities directed at the employee.

Procedure for Reporting Harassment or Bullying Board Policy

Any **employee** who believes he or she has been the subject of sexual, or other forms of harassment should report the alleged act immediately (preferably within 48 hours after the alleged harassment occurs) to his or her immediate supervisor or the Director of Assessment, Equity, and Student Records Services. An investigation of the complaint will be undertaken immediately. **Students** who believe they are being bullied or harassed by other students, employees, parents or volunteers shall report their concerns to any staff member including teachers, counselors, or administrators.

Any employee who observes bullying behavior shall report the incident to his or her supervisor. When a student or employee shares a complaint, the incident needs to be reported to the building principal or designee. The principal or designee is responsible for ensuring this policy is implemented and for receiving reports of harassment or bullying. The superintendent or the superintendent's designee will promptly and reasonably investigate allegations of bullying or harassment, and in conducting such investigation, will consider the totality of circumstances presented in determining whether conduct objectively constitutes harassment or bullying. Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding relating to the report.

Consequences Board Policy

If, after, an investigation, a **student** is found to be in violation of this policy, the student shall be disciplined by appropriate measures, which may include suspension, exclusion, or expulsion. If after an investigation, an **employee** is found to be in violation of this policy, the employee shall be disciplined by appropriate measures which may include termination.

Retaliation against any person, because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding, is prohibited. Individuals who knowingly file false harassment or bullying complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, up to and including suspension, expulsion, or exclusion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any parent or school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.