



## DISCRIMINATION/HARASSMENT

It is the policy of the Athens City School District to maintain a learning environment that is free from harassment because of an individual's race, color, gender, national origin or disability. The Athens City School District prohibits any and all forms of harassment because of race, color, gender, national origin or disability.

It shall be a violation of District policy for any student, teacher, administrator, or other school personnel of the Athens City School District to harass a student through conduct of sexual nature or regarding race, color, national origin or disability as defined by this policy.

It shall also be a violation of District policy for any teacher, administrator, or other school personnel of this District to tolerate sexual harassment or harassment because of race, color, national origin, ethnicity or disability as defined by this policy by a student, teacher, administrator, other school personnel or by any third parties who are participating in, observing or otherwise engaged in activities, including sporting events and other extra-curricular activities, under the auspices of the Athens City School District. For the purpose of this policy, the term "school personnel" includes school board members, school employees, agents, volunteers, contractors or persons subject to the supervision and control of the District.

The District will act to promptly investigate all complaints, either formal or informal, verbal or written, or harassment because of race, color, gender, national origin, or disability and will promptly take appropriate action to protect individuals from further harassment; and if it determines that unlawful harassment occurred, to promptly and appropriately discipline any student, teacher, administrator or other school personnel who is found to have violated this policy and/or take other appropriate action reasonable to end the harassment.

For additional information, contact Janey Morris, Supervisor of Exceptional Learning, at 943 Crestway Drive, Athens, TN 37303, or 423-745-1516.