

# Cocke County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Discrimination/Harassment and Bullying/Intimidation</b>	Descriptor Code: <b>6.304</b>	Issued Date: <b>12/11/08</b>
		Rescinds: <b>6.304</b>	Issued: <b>08/11/05</b>

## 1 **Discrimination/Harassment (Sexual, Racial, Ethnic, Religious)**

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3 Students shall be provided a learning environment free from sexual, racial, ethnic and religious  
4 discrimination/harassment. It shall be a violation of this policy for any employee or any student to  
5 discriminate against or harass a student through disparaging conduct or communication that is sexual,  
6 racial, ethnic or religious in nature. The following guidelines are set forth to protect students from  
7 discrimination/harassment.

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9 Student discrimination/harassment will not be tolerated.<sup>1</sup> Discrimination/harassment is defined as con-  
10 duct, advances, gestures or words either written or spoken of a sexual, racial, ethnic or religious nature  
11 which:

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- 13 1. Unreasonably interfere with the student's work or educational opportunities; or
- 14 2. Create an intimidating, hostile or offensive learning environment; or
- 15 3. Imply that submission to such conduct is made an explicit or implicit term of receiving grades  
16 or credit; or
- 17 4. Imply that submission to or rejection of such conduct will be used as a basis for determining  
18 the student's grades and/or participation in a student activity.
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## 20 **Bullying/Intimidation**

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22 Students shall be provided a safe learning environment. It shall be a violation of this policy for any student  
23 to bully, intimidate or create a hostile educational environment for another student. Bullying and intima-  
24 dation are defined as either physically harming a student or damaging his/her property, or knowingly placing  
25 the student in reasonable fear of such, or creating a hostile educational environment. The policy addresses  
26 conduct taking place on school grounds, at any school-sponsored activity, on school-provided transportation,  
27 or at any official school bus stop immediately before boarding and immediately following debarking.<sup>3</sup>

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29 Alleged victims of the above-referenced offenses shall report these incidents immediately to a teacher,  
30 counselor or building administrator.<sup>4</sup> Any allegations shall be fully investigated by a complaint manager  
31 (as set forth in *Student Concerns, Complaints and Grievances 6.305*).

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33 The privacy and anonymity of all parties and witnesses to complaints will be respected. However,  
34 because an individual's need for confidentiality must be balanced with obligations to cooperate with  
35 police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough  
36 investigation or to take necessary action to resolve a complaint, the identity of parties and witnesses  
37 may be disclosed in appropriate circumstances to individuals with a need to know.

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39 A substantiated charge against an employee shall result in disciplinary action up to and including ter-  
40 mination. A substantiated charge against a student may result in corrective or disciplinary action up to  
41 and including suspension.

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There will be no retaliation against any person who reports harassment or participates in an investigation. However, any employee who refuses to cooperate or gives false information during the course of any investigation may be subject to disciplinary action. The willful filing of a false report will itself be considered harassment and will be treated as such.

An employee disciplined for violation of this policy may appeal the decision by contacting the Federal Rights Coordinator or the director of schools. Any student disciplined for violation of this policy may appeal the decision in accordance with disciplinary policies and procedures.

This policy shall be published in the parent/student handbook distributed annually to every student.

Building administrators are responsible for educating and training their respective staff and students as to the definition and recognition of discrimination/harassment.

Coaches and other employees of the school district shall not encourage, permit, condone or tolerate hazing activities.<sup>5</sup>

Legal References:

- 1. TCA 49-6-3109
- 2. Title VII; 29 CFR §1604.11;  
*Davis v. Monroe County Board of Education*, No. 97-843  
(U.S. Sup. Ct. May 24, 1999)
- 3. TCA 49-6-1014-1019
- 4. Title IX (20 U.S.C. §§ 1681-1686)
- 5. TCA 49-2-120

Cross References:

- Appeals To & Appearances Before the Board 1.404
- Staff-Student Relations 5.610
- Student Complaints & Grievances 6.305