

## **Pajaro Valley Unified School District**

### **ANTI-HARASSMENT STATEMENT**

The Pajaro Valley Unified School District is committed to providing programs and activities that are free from discrimination based upon sex, sexual orientation, ethnic group identification, race, national origin, age, marital status, religion, color, or mental or physical disability, physical size or characteristics. Members of the school community are expected to treat each other with dignity and mutual respect and to accept the rich diversity which makes up the community. Disrespect among members of the school community is unacceptable behavior which threatens to disrupt the learning environment and potentially damage self-esteem.

The Pajaro Valley Unified School District is legally required to investigate all student complaints of discrimination and harassment, either formal or informal, verbal, visual, written or physical, and to discipline or take other appropriate action against any member of the school community who is found to have violated this policy.

#### **Definitions**

School Community includes, but is not limited to, all teachers, support staff, administrators, students, coaches, volunteers, school board members and agents of the school site or District.

Unlawful Harassment means verbal, visual or physical conduct based on a student's actual or perceived sex, sexual orientation, ethnic group identification, race, national origin, age, marital status, religion, color, mental or physical disability, or physical size or characteristics which has the purpose or effect of substantially interfering with a student's academic performance or otherwise creating an intimidating, hostile or offensive educational environment. Harassment can include any verbal, visual or physical conduct which offends, denigrates or belittles any individual because of any of the actual or perceived characteristics described herein:

1. **Racial/Color Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived skin color, race or ethnic characteristics.
2. **Religious/Creed Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived religious practices, beliefs, clothing or other religious expression.
3. **National Origin Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived national origin, body features, clothing or other expression or display reflecting national origin.
4. **Marital Status Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived marital status, including another's pregnancy or parenthood.
5. **Sexual Orientation Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived sexual orientation, including mannerisms or family composition.
6. **Age Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived chronological age, including appearance or abilities.
7. **Disability Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived disability, mental or physical, including mode of ambulating, intelligence, or abilities.
8. **Size Harassment:** includes any of the above unlawful acts on account of a person(s)' actual or perceived physical size, including height, weight, abilities, or perceived physical characteristics.
9. **Harassment of a General Nature:** includes any comments or actions towards others which lead to embarrassment, a feeling of inferiority or personal discomfort.