

*Our School has updated its policy related to nondiscrimination and bullying this school year. No person shall be subjected to discrimination or bullying on the basis of actual or perceived race, color, religion, age, sex gender, gender identity, gender expression, sexual orientation, national origin, disability, citizenship status, or any other characteristic protected by federal, state, or local law.*

*Any student who feels that they are being harassed, bullied, or discriminated against, or who observes an incident of harassment, bullying, or discrimination, should immediately contact the Principal or Head of School. Student or parent complaints will be investigated in a manner that protects the confidentiality of the parties. The School will maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying.*

### **Fair Treatment Policy**

Our School is committed to providing a safe school environment that allows all students equal access and opportunities in the school's academic, extracurricular, and other educational support programs, services, and activities. To that end, the School prohibits unlawful discrimination, including discriminatory harassment, intimidation, and/or bullying targeted at any student by anyone, on the basis of the student's actual or perceived race, color, religion, age, sex, gender, gender identity, gender expression, sexual orientation, national origin, disability, citizenship status, or any other characteristic protected by federal, state, or local law.

Unlawful discrimination, including discriminatory harassment, intimidation, or bullying, may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

The School will publicize this Fair Treatment Policy and related complaint procedures to students, parents/guardians, and employees.

Students who violate this Fair Treatment Policy will be provided appropriate positive behavioral supports and/or participate in restorative practices that support respectful relationships in school. Any employee who permits or engages in violations of this Fair Treatment Policy will be subject to disciplinary action, up to and including dismissal.

Any student who feels that they are being bullied, harassed or discriminated against, or who observes an incident of bullying, harassment or discrimination, should immediately contact the Head of School or Principal. Student complaints will be investigated in a manner that protects the confidentiality of the parties. This may include keeping the identity of the complainant confidential. The School prohibits any form of retaliation against any complainant in the complaint process, including but not limited to a complainant's filing of a complaint, the

reporting of instances of discrimination, or participation in complaint procedures. Such participation shall not in any way affect the status, grades, or work assignments of the complainant.

The School will maintain a record of all reported cases of unlawful discrimination, including discriminatory harassment, intimidation, or bullying. Such records will include information regarding (1) the date(s) of the conduct at issue; (2) the identities of the persons involved in the conduct at issue; and (3) the nature of the conduct at issue.