

Adopted Date	Revision Date
November 19, 2019	

6600 - Discrimination, Harassment, & Retaliation

Equal employment opportunities will be provided to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, use of lawful products while not at work, or physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

Inquiries regarding discrimination, harassment, or retaliation should be directed to the Administrator or Human Resources Director. Specific written complaints should follow the Uniform Grievance Procedure in HR2.3.1.

6601 - Notification

In compliance with federal regulations, annual notification of this policy will be given to all students, applicants, employees and the Nondiscrimination Coordinator. Notifications should include the name and location of the Nondiscrimination Coordinator.

6602 - Prevention

Procedures will be developed to: (1) prevent discrimination, harassment, and retaliation; and (2) follow up with victims of violations of this policy to ensure preventive actions were effective.

6603 - Reasonable Accommodations

Reasonable accommodations will be made for an individual with a known disability if the individual is otherwise qualified for the position unless the accommodation would impose an undue hardship upon Future Public School.

6604 - Retaliation

Students, employees or visitors will not retaliate against an individual who in good faith reports, associates with the individual reporting, participates in the investigation, or investigates, discrimination or harassment. Any person who retaliates against another individual who investigates or in good faith reports an incident may be subject to disciplinary action up to and including termination.

6605 - Written Record

A written record, including, but not limited to, witness statements, investigative reports, and correspondence, will be kept and maintained from the date any allegation of discrimination or harassment is reported. The information in the written record will also include the action taken in response to each allegation. The confidential written record will be kept in the administrative offices and will be purged according to record retention procedures (refer to Appendix B).