

Daniel Boone Area School District

Anti-Harassment/Anti-Retaliation Statement

Notice of Non-Discrimination

Pursuant to Board of School Directors Policy #103, #103.1, #104, #247, #249, #252, #317.2, #806, #815, and #821:

The Daniel Boone Area School District affirms that no person shall, on the basis of sex, disability, race, color, age, creed, religion, sexual orientation, gender identity, national origin, ancestry, veteran's status or genetic information be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program or activity. In addition, no person shall, on any of these bases, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, or consideration, or selection, therefore, whether full-time or part-time, under any educational program or activity operated by the district. The District shall make reasonable accommodations for qualified individuals with disabilities upon request.

Anti-Harassment/Anti-Discrimination/Anti-Retaliation Statement: The District does not tolerate harassment or discrimination, including harassment or discrimination based on sex, race, color and/or national origin. Any individual, including any student, who believes they have been subjected to harassment or discrimination is strongly encouraged to make a report which will be thoroughly and promptly investigated. Retaliation against individuals who file complaints about harassment or discrimination, or participate in the investigation of such complaints, is strictly prohibited.

District Policy 103, entitled Discrimination/Title IX Sexual Harassment Affecting Students, outlines the District's policy regarding discrimination and harassment and contains information for reporting complaints of harassment and/or discrimination and the investigative process. In accordance with Policy 103, complaints should be made to the building principal at each school. If the complaint is to be filed against the building principal, then the complaint should be filed with the Compliance Officer/Title IX Coordinator, Rob Flowers. Rob Flowers may be reached by email at rob.flowers@dboone.org or by telephone at (610) 582-6140 ext. 1158. Inquiries may be referred to the United States Department of Education, Office for Civil Rights at OCR@ed.gov or by telephone at (800)-421-3481.

Students or staff found to have engaged in harassment or retaliation will be promptly disciplined, and such discipline may include, if circumstances warrant, suspension, expulsion and/or termination. Students, parents and staff are encouraged to work together to prevent harassment of any kind.

Notice of Non-Discrimination: The Daniel Boone Area School District, in accordance with Title IX and other applicable laws and regulations does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, disability, ethnicity, national origin, or age in its educational programs and activities. The protection against discrimination extends to employment.

In compliance with Title IX of the Education Amendment Act of 1972, the District has a designated Title IX Coordinator for Employees, Students, and Athletics. The District's Title IX Coordinators should be contacted regarding any inquiries as to the application of Title IX or filing a bullying, harassment, retaliation, and/or discrimination complaint to the [Building Principal, Director of Athletics & Activities, or Director of Community Relations & Equity Awareness.](#)