



*A World-Class Community of Learners*

## **Fridley Public Schools Notice of Harassment and Violence Policy 413**

Fridley Public Schools maintains a firm policy prohibiting all forms of discrimination. Harassment or violence against students or employees or groups of students or employees on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability is strictly prohibited.

### **Definitions**

- **Assault** is an act done with intent to cause fear in another of immediate bodily harm or death, the intentional infliction of or attempt to inflict bodily harm upon another; or the threat to do bodily harm to another with present ability to carry out the threat.
  
- **Harassment** consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability when the conduct has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment; has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or otherwise adversely affects an individual's employment or academic opportunities.
  
- **Sexual harassment** is unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature.
  
- **Sexual violence** is a physical act of aggression or force or the threat of such action which involves the touching of another's intimate parts, or forcing a person to touch any person's intimate parts.

**Violence** is a physical act of aggression or assault upon another or group of individuals because of, or in a manner reasonably related to, race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability.

### **Reporting**

Any person who believes he or she has been the victim of harassment or violence by a pupil, teacher, administrator or other school personnel of the School District should report this to the school Principal or District Human Rights Officer.

Contact:           Ike Isaacson, Director of Human Resources  
                          School District Human Rights Officer  
                          Fridley School District 14  
                          6000 West Moore Lake Drive  
                          Fridley, MN 55432  
                          (763) 502-5013

### **Summary**

This is a summary of the School District policy against harassment and violence. A copy of the complete policy is available in each school office, the District office, and on the district website at [www.fridley.k12.mn.us](http://www.fridley.k12.mn.us).

July 19, 2019