

Discovery Public School of Faribault Nondiscrimination Policy

Discovery Public School of Faribault (the “School”) is committed to providing a working and learning environment that maximizes the potential of each student and staff member.

Discrimination or harassment of any sort interferes with that environment. Therefore, discrimination or harassment on the basis of actual or perceived race, color, creed, religion, national origin, sex/gender, gender identity, gender expression, marital status, familial (or parental) status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status or any other protected class defined by law (“discrimination or harassment”) is prohibited and will not be tolerated. Retaliation against a person who reports or complains about discrimination or harassment, or who participates in or supports the investigation of a discrimination or harassment complaint, is also prohibited and will not be tolerated.

Any member of the School community found to have violated this policy is subject to disciplinary or corrective action, up to and including termination or expulsion.

Additional resources regarding non-discrimination and harassment can be found in the School’s Parent-Student Handbook and the Employee Handbook.

A. Definitions

Discrimination occurs when an individual is treated adversely or differently because of that person’s actual or perceived race, color, creed, religion, national origin, sex/gender, gender identity, gender expression, marital status, familial (or parental) status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status or any other protected class.

Harassment includes conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, creed, religion, sex, age, national origin, disability, marital status, sexual orientation, status with regard to public assistance, membership or activity in a local commission, or any other protected class status defined by applicable law and that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working or educational environment; or
- Has the purpose or effect of unreasonably interfering with an individual’s work or educational performance; or
- Otherwise adversely affects an individual’s employment or educational opportunities.

Some examples of conduct that may constitute discrimination or harassment include the following:

- Failure or refusal to hire, train or promote because of an individual's protected class status; or
- Limiting salary increases because of protected class status; or
- Disciplining or terminating an individual because of protected class status; or
- Treating an individual adversely in any other respect because of protected class status; or
- Epithets, slurs, threatening or intimidating acts, including written or graphic material directed to an individual because of protected class status; or
- Written, verbal or physical acts directed to an individual because of protected class status that purport to be jokes or pranks.

B. Reporting Procedure

If a student or staff member believes that they have been discriminated or harassed by another student, staff member, or any other person whom the student or staff member encounters in the course of employment or education, or if a student or staff member observes discrimination or harassment, the individual should immediately report the conduct as follows:

Students: To the Director (Dan Weisser, dweisser@isd4081.org, 507-331-5423) or Title IX Coordinator (Sharon Hansen, shansen@isd4081.org) Anyone who receives a report or complaint of discrimination or harassment regarding a student should immediately report it to the Director.

Faculty and Staff: To the Director (Dan Weisser, dweisser@isd4081.org) or the Title IX Coordinator (Sharon Hansen, shansen@isd4081.org). Anyone who receives a report or complaint of discrimination or harassment regarding a faculty or staff member should immediately report it to the Title IX Coordinator (Sharon Hansen, shansen@isd4081.org). Complaints of discrimination or harassment involving the Director should immediately be reported to the Chair of the Board of Directors.

Students or employees with questions or who wish to file a complaint concerning sexual misconduct, sexual harassment, sexual intimidation, sexual exploitation, or sexual violence based on any of the above protected classes, may do so by contacting the School's Title IX Coordinator, Sharon Hansen, shansen@isd4081.org. Additional resources for complaints regarding sexual misconduct can be found in the School's Title IX Grievance Policy.

If a complaint is made to anyone else, the complainant risks the possibility that it will not come to the attention of the appropriate management and, therefore, may not be acted upon.

If discrimination or harassment reoccurs, it should immediately be reported to any of the individuals listed above. The School does not tolerate any retaliation or intimidation directed towards anyone who makes a complaint or report of discrimination or harassment or who participates in the investigation of a complaint. The Reporting Procedure described above should also be used if an employee believes they have been subjected to prohibited retaliation or intimidation.

For more information on the procedures involved in discrimination complaints, and for alternate methods of reporting complaints, see the School's Title IX Grievance Policy, located on the School's website.

For more information on the policies and procedures regarding harassment, see the DPS Parent-Student Handbook and/or the DPS Employee Handbook.

Adopted: 01/16/2025
Revised: _____
Reviewed: _____