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May 24, 2018

Re: Anti-harassment policy

Dear Students, Staff, and Parents/Guardians:

As the end of the year closes, American Lakes Elementary would like to remind parents, staff, and students of its commitment to providing a safe school environment that allows all students equal access and opportunities in the District's academic, extracurricular, and other educational support programs, services, and activities. The Board prohibits, at any District school, or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual or perceived race, color, ancestry, national origin, nationality, ethnic group identification, ethnicity, age, religion, actual or potential marital, parental or family status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; or association with a person or group with one or more of these actual or perceived characteristics.

The District encourages any student or parent who believes he or she has been subjected to harassment to report the incident(s) to the District. The District is committed to conducting a prompt, adequate, and reliable investigation and providing an effective response to stop the harassment, prevent its recurrence and address its effects. The District does not tolerate harassment, including acts of harassment based on race, color, or national origin. Any student or parent who believes he or she has been subjected to harassment is encouraged to report the incidents to American Lakes administrator, Principal Ann Veu. If the concern continues to need resolution, it can be addressed to the District, Attention: Assistant Superintendent in School Leadership and Support, currently Dr. Kristen Coates through the Uniform Complaint Process AR/BP 1312.3(a).

Pursuant to AR/BP 1312.3 all parties involved in allegations of a uniform complaint shall be notified when a complaint is filed and when a decision is made. Further, review of a uniform complaint shall be completed within 60 calendar days from the date of receipt of the complaint unless the complainant agrees to an extension of the timeline. If harassment is found, corrective actions may include counseling, training or discipline of a student or employee as appropriate.

The Board also prohibits any form of retaliation against any individual who reports or participates in the reporting of unlawful discrimination, harassment, intimidation, or bullying. Retaliation complaints shall be investigated and resolved in the same manner as a discrimination complaint.

District policies regarding Nondiscrimination/Harassment and the Uniform Complaint Process (UCP) can be found at <https://natomasunified.org/nondiscriminationharassment-information/>

Sincerely,

Principal Ann Veu