Hagar Township S/D #6: Anti-Harassment Policy/Title IX

1. Purpose

Hagar Township S/D #6 is committed to providing a safe, respectful, and inclusive learning environment. Harassment of any kind is prohibited and will not be tolerated.

2. Scope

This policy applies to all students, staff, volunteers, contractors, and visitors on school property, at school-sponsored events, and in any situation that impacts the school environment.

3. Definition of Harassment

Harassment is any unwelcome behavior that interferes with a student's educational environment or creates an intimidating, hostile, or offensive environment. Harassment may be verbal, physical, visual, or electronic (cyber harassment).

Examples include, but are not limited to:

- Name-calling, insults, or derogatory remarks
- Threats or intimidation
- Physical aggression or unwanted contact
- Spreading rumors or exclusion
- Offensive messages or posts online

4. Protected Classes

Harassment based on the following is strictly prohibited:

- Race or color
- National origin
- Religion
- Sex (including sexual orientation and gender identity)

- Disability
- Age
- Height, weight, or marital status (as protected under Michigan law)

5. Reporting Procedures

- Students or parents should report incidents to a teacher, counselor, or school administrator.
- Staff members must report any observed or reported harassment.
- Reports may be made verbally or in writing.

6. Investigation

- The school will promptly and thoroughly investigate all reports.
- Confidentiality will be maintained to the extent possible.
- Both the complainant and the accused will have an opportunity to be heard.

7. Consequences and Interventions

- Appropriate disciplinary action will be taken if harassment is confirmed.
- Actions may include counseling, restorative practices, suspension, or other consequences aligned with the student code of conduct.

8. Protection from Retaliation

Retaliation against any individual who reports harassment or participates in an investigation is strictly prohibited and will result in disciplinary action.

9. Education and Prevention

The district will provide ongoing education to students and staff on preventing harassment and promoting respectful behavior.

10. Michigan Law Compliance

This policy complies with:

- Michigan's **Elliott-Larsen Civil Rights Act**
- Michigan's **Student Safety (Anti-Bullying) Act (MCL 380.1310b)**
- Applicable federal laws, including Title VI, Title IX, and Section 504

11. Policy Review

This policy will be reviewed annually and updated as necessary.

Contact for Reporting or Questions:

Principal

*Downloaded from chatgpt and adopted with Riverside Policies