

VI. HEALTH AND SAFETY

POLICY #5

GENERAL HARASSMENT

The Lanikai School Board considers harassment to be a major offense and any individuals who violate this policy are subject to discipline up to and including dismissal or other appropriate sanction.

- **Definition** - Harassment is subjection to aggressive pressure or intimidation and/or repeated small-scale attacks upon another. Harassment includes bullying. Lanikai School's Governing Board also prohibits sexual harassment, defined in policy VI.2. In addition, the governing board prohibits harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state or local law, or ordinance or regulation.
- **To whom the policy applies** - This policy applies to students, faculty, staff, and any other persons involved in operation of the school.
- **Prompt and thorough investigation** - All claims of harassment will be taken seriously and will be investigated promptly and thoroughly by appropriate personnel. The Director is responsible for development and oversight of administrative procedures dealing with claims of harassment, including bullying.
- **Confidentiality** - Advisers and others responsible for implementing this policy will respect the confidentiality and privacy of individuals reporting or accused of harassment to the extent possible and appropriate.
- **No Retaliation** - Retaliation against any employee or student who in good faith reports or provides information related to harassment in violation of this policy will not be tolerated. Intentionally providing false information, however, is grounds for discipline.

**Notification**

- A copy of the Harassment Policy and a description of complaint procedures shall be provided to all Lanikai School parents and employees and shall be available in the school office.
- Employees or parents/guardians of Lanikai School students who have questions concerning this governing board policy are encouraged to contact the Director.

Adopted 1-9-2008

Amended 3-12-2008, 4/3/13