

**HAMLIN ISD DOES NOT TOLERATE ACTS OF HARASSMENT,
INCLUDING ACTS OF RACIAL HARASSMENT.**

Hamlin Independent District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, gender, national origin, disability, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability, or on any other basis prohibited by law, that adversely affects the student.

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student's race, color, religion, gender, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Prohibited harassment includes dating violence as defined by this policy.

Examples of prohibited harassment may include offensive or derogatory language directed at another person's religious beliefs or practices, accent, skin color, or need for accommodation; threatening, intimidating, or humiliating conduct; offensive jokes, name calling, slurs, or rumors; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

This notice and the remainder of the policy can be found online in District Policy under:

STUDENT WELFARE FFH
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION (LOCAL)

HISD Board Policy Online can be accessed online: <http://pol.tasb.org/Home/Index/747>

Reports of harassment should be made to:

Name: Brock Cartwright
Position: Superintendent
Address: P.O. Box 338, Hamlin, TX 79520
Telephone: (325) 576-2722