

## **NONDISCRIMINATION ON THE BASIS OF ETHNICITY AND RACE**

A learning and working environment free from ethnic harassment and intimidation shall be provided for all staff members and students regardless of race, color, ancestry, religion or national origin.

It shall be a violation of Board policy as well as state law for any staff member or student to harass or intimidate any other staff member or a student because of that person's race, color, religion, ancestry or national origin.

Ethnic intimidation shall include:

1. Conduct which knowingly causes bodily injury to another person
2. Conduct or speech which knowingly places another person in fear of imminent lawless action directed at that person or his property.
3. Conduct or speech which is likely to produce bodily injury to another person or damage to his property.
4. Conduct which knowingly causes damage to or destruction of the property of another person.

Any incident believed to constitute ethnic intimidation shall be reported promptly to the building principal or supervisor for investigation and further action which may include reporting the incident to law enforcement authorities and a recommendation for expulsion of any student exhibiting such conduct.

Adopted: November 1, 2000

LEGAL REF.: C.R.S. 18-9-121

CROSS REF.: GCQF, Discipline, Suspension and Dismissal of Professional Staff  
GDQD, Discipline, Suspension and Dismissal of Support Staff  
JKD/JKE, Suspension/Expulsion of Students