

DAUPHIN COUNTY TECHNICAL SCHOOL

Acknowledgement of School Policy

Student's Name _____

Grade _____ Shop _____

	248.1. RACIAL, ETHNIC, AND RELIGIOUS INTIMIDATION
1. Purpose	The Dauphin County Technical School seeks to establish an environment for all students that is free from all forms of discrimination, including racial, ethnic, and religious intimidation. No form of intimidation will be tolerated and an allegation of such intimidation will result in an investigation.
2. Definition	Racial, ethnic or religious intimidation shall mean: comments or conduct directed toward a person's race, color, national origin, or religious background constitute racial, ethnic, or religious intimidation when such comments or conduct have the purpose or effect of unreasonably interfering with one's educational performance, or creating an unwelcome, intimidating, hostile, or offensive educational environment.
3. Authority	This policy strictly prohibits all forms of racial, ethnic, or religious intimidation in any educational setting of the Dauphin County Technical School. Any individual who engages in these forms of intimidation will be in violation of this policy. All proven offenders of this policy will be subject to disciplinary action.
4. Delegation of Responsibility	To the extent that such person has control or responsibility over other persons, activities, or environment, each administrator, principal, teacher, coach, advisor, aide or volunteer will have the responsibility to do the following: <ol style="list-style-type: none">1. Maintain an environment that is free of racial, ethnic, and religious intimidation.2. Report to his/her immediate supervisor any action viewed which may be construed as racial, ethnic, or religious intimidation.3. Upon receiving an allegation, the principal or supervisor shall complete an investigation of the complaint.

<p>5. Guidelines</p>	<p>Dauphin County Technical School has developed the following guidelines to address, investigate, and resolve complaints involving racial, ethnic, and religious intimidation:</p> <ol style="list-style-type: none">1. Any student who believes that s/he has been subject to racial, ethnic, and religious intimidation shall report the occurrence of an incident of such comments or conduct to the principal (principal shall include any assistant principal or immediate supervisor).2. The principal shall investigate the complaint. The investigation may include an interview with both parties to provide the complainant and the accused with the opportunity to discuss the allegation(s). The principal will attempt to resolve the complaint by bringing the parties to a mutual agreement. A written record that a meeting was held shall be made and shall include: the subject of the meeting, the parties present at the meeting, and the resolution or disposition made of the complaint. The Director will be notified of any allegation(s). Where the investigation includes a meeting of the parties, the written report of the meeting shall be submitted to the Director.3. If the principal is the complainant or the accused, the student shall report to the Director who will designate a person to conduct an investigation.4. If the complaint is not resolved to the satisfaction of both parties, as outlined in Steps 1-3, the complainant and the accused will each submit a detailed, written statement of the event to the Director. Upon receiving such written statements, the Director will inform both parties of an administrative conference. A notice of the conference shall include the place and time of the conference and the subject of the conference. At the conference, the complainant and the accused shall present informal testimony in support of their respective positions and may present witnesses.5. If the administrative conference is resolved in favor of the accused, no further action will be necessary, except the charge(s) and resolution may be placed in the accused and accuser's student files if the accused so requests. Otherwise, the charge(s) and any transcript shall be sealed and impounded. Release from impounding may be made only upon action of the Director or his/her designee, or a court order.6. If the conference is resolved against the accused, appropriate disciplinary action will be taken.
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<p>Pol. 218, 233</p>	<p><u>Disciplinary Measures</u></p> <p>If it is determined that any student has engaged in racial, ethnic, or religious intimidation and is in violation of the aforementioned policy, s/he shall be subject to appropriate disciplinary action. The principal will be responsible for making an appropriate decision after all facts involving the allegation have been reviewed. The investigation should include the interviewing of witnesses. The disciplinary action for violation of this policy may include, but is not limited to, in-school suspension, out-of-school suspension, or referral to the Joint Operating Committee for possible expulsion. Expulsion shall be a disciplinary measure to be utilized only in the most severe of circumstances.</p>
	<p><u>ACKNOWLEDGEMENT:</u></p> <ul style="list-style-type: none">-I have reviewed this school policy and understand the policy.-I have been given the opportunity to review this policy with a staff member from the school.-I understand that future violations of this policy may result in a referral to the Joint Operating Committee for disciplinary action which may result in expulsion or alternative placement other than Dauphin County Technical School. <p>Student's Printed Name _____</p> <p>Student's Signature _____</p> <p>Date _____</p>