

**L'ANSE AREA SCHOOLS' POLICY AGAINST HARASSMENT  
AND DISCRIMINATION**

The L'Anse Area Schools prohibits harassment and discrimination on the basis of race, sex, national origin, religion, and ethnicity. Conduct violating this policy will not be tolerated. Students found to have engaged in harassment or discrimination shall be disciplined up to and including suspension or expulsion. Staff found to have violated this policy shall be disciplined up to and including dismissal.

Students, employees, and visitors of L'Anse Area Schools have the right to report complaints of harassment and discrimination to any school Principal or to the Superintendent of L'Anse Area Schools. Complaints may be made orally or in writing. Employees of L'Anse Area Schools are required to report harassment and/or discrimination that they observe or that they reasonably suspect has occurred. No person who complains of harassment or discrimination, or who participates in an investigation of a complaint, shall be subjected to any form of retaliation. Oral complaints will be reduced to writing by the responsible school Principal or the Superintendent.

Individuals making complaints of harassment or discrimination have the right to have their complaint(s) investigated and to be informed of the district's determination whether the anti-harassment policy has been violated within thirty (30) days of the complaint. Consistent with its obligation to investigate and to take appropriate corrective action, the L'Anse Area Schools shall protect the confidentiality and privacy of the parties to a complaint of harassment or discrimination.

A copy of the complete policy prohibiting harassment and discrimination is available in the front office of each L'Anse Area Schools and in the Superintendent's office.