



Sandoval Community Unit School District 501

Mr. Rob Miller, Superintendent
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Update on School Policy

To: All Students, Parents and Staff

From: Rob Miller, Superintendent

Date: September 12, 2018

Over the course of recent months, the District has had the opportunity to undertake a review and assessment of its policies and procedures regarding harassment in the school environment. The District has always maintained a proactive approach to dealing with issues related to harassment, and will continue its efforts to erase instances of harassment from Sandoval School District. While the District can never guarantee that no instances of harassment may arise from time to time, it remains committed to ensuring that the District's policies, procedures and attitudes reflect its commitment to prohibiting harassment.

As part of this review process, the District has reviewed its policies and procedures regarding harassment. The ultimate purpose of these policies is to make very clear what constitutes harassment, how to report any instances of harassment which may occur, and what the District will do in response to any reports. The District remains steadfast in that it does not and will not tolerate acts of harassment in the school environment, particularly harassment based up an individual's membership in a protected class, including gender, disability, sexual orientation, race, color, national origin, or religion.

Any student who believes that he or she has been subjected to harassment or a hostile environment, including sexual harassment, racial harassment or other impermissible forms of harassment, is encouraged to immediately report the harassment or hostile environment to the District so that it can conduct a prompt investigation into the matter. Any student or staff member who is found to have committed an offense of harassment, including sexual harassment or racial harassment, will be promptly disciplined consistent with the policies of the District. The District prohibits any form of retaliation against anyone who, in good faith, brings a complaint or provides information to the individual investigating a complaint.

Furthermore, the District encourages all members of the school community, including students, parents and staff, to work together to prevent acts of harassment of any kind. To this end, the District will be working with the Student Handbook Committee to review and make recommendations to the District regarding ways to help reduce and eradicate instances of harassment in the school environment. Again, the District encourages you to review and ask any questions you may have about the policies, and which will be made available on the District's internet website: www.sandoval501.org.