



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Department of Athletics

Non-Discrimination Pledge

ANTI DISCRIMINATION PLEDGE

The District of Columbia Public Schools, the DCIAA, and their employees shall not discriminate against anyone either directly or indirectly on the basis of race, color, disability, religion, sexual orientation, nationality, age, marital status, personal appearance, gender identity or expression, family responsibilities, political orientation, disability or any other designation set forth in any applicable law including, but not limited to, the District of Columbia Human Rights Act, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973.

DCPS also prohibits harassment based on any of the aforementioned protected traits and retaliation against a person because he or she has complained about discrimination, filed a charge of discrimination, or participated in a discrimination investigation or lawsuit. Employees found to have engaged in prohibited discrimination, harassment, or retaliation will be subject to disciplinary action.

Title IX – Sexual Harassment

Sexual Harassment

In order to best perform academically and to have equal access to all aspects of a recipient's educational programs and activities, students must not be subjected to unlawful harassment, either in the classroom or while participating in other education programs or activities.

Title IX prohibits sex-based harassment by peers, employees, or third parties that is sufficiently serious to deny or limit a student's ability to participate in or benefit from the recipient's education programs and activities (i.e., creates a hostile environment). When a recipient knows or reasonably should know of possible sex-based harassment, it must take immediate and appropriate steps to investigate or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the recipient must take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent the harassment from recurring, and, as appropriate, remedy its effects.

Pregnant Students

Schools may not discriminate against an enrolled student in academic or non-academic activities because of pregnancy, birth of a child, false pregnancy, miscarriage, or termination of pregnancy unless the student opts to participate in an alternate, comparable activity.

Sex-Based Harassment Examples:

- making sexual propositions or pressuring students or sexual favors
- touching of a sexual nature
- writing graffiti of a sexual nature
- displaying or distributing sexually explicit drawings, pictures, or written materials
- performing sexual gestures or touching oneself sexually in front of others
- telling sexual or dirty jokes
- spreading sexual rumors or rating other students as to sexual activity or performance
- circulating or showing e-mails or Web sites of a sexual nature
- A school official sends a student a text message to arrange a time to meet for a sexual encounter. Sending such a text message would constitute sexual conduct

Reporting Sexual Harassment

Students, parents and guardians, and others with concerns regarding discrimination may utilize the DCPS grievance procedures. The information can also be reported to:



DC Public Schools

DCPS Comprehensive Alternative Resolution & Equity Team (CARE)
District of Columbia Public Schools
1200 First Street, NE, 8th Floor
Washington, DC 20002
(202) 442-5405
dcps.care@dc.gov

DCPS Athletics Department

Michael Bryant
Deputy Director of Athletics Compliance Coordinator/Student Affairs
Title IX Coordinator (Athletics)
Athletics Department
District of Columbia Public Schools
3535 V Street, NE
Washington, DC 20018
202.671.2104

Federal Government

Assistant Secretary for Civil Rights
U.S. Department of Education
Office for Civil Rights
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 1.800.421.3481
TDD: 877.521.2172
Fax: 202.245.6840
Email: OCR@ed.gov

Sexual harassment can also be reported in person or in writing (including anonymously) to school personnel. DCPS expects all staff members and volunteers to report incidents sexual harassment or are made aware of to the principal or the principal's designee.

Students who have been victims of sexual harassment are encouraged to report this behavior to the principal or principal's designee. Parents or other adults who are aware of incidents should be encouraged to report this behavior to the principal or principal's designee.

Hazing

Hazing Defined

"Hazing," means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:

- Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
- Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
- Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.

"Student organization," means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

Reporting Hazing

Hazing is reportable in person or in writing (including anonymously) to school personnel. DCPS expects all staff members and volunteers to report incidents of hazing or are made aware of to the principal or the principal's designee.

Students who have been victims of hazing are encouraged to report this behavior to the principal or principal's designee. Parents or other adults who are aware of incidents should be encouraged to report this behavior to the principal or principal's designee.



Bullying

Bullying Defined

Any severe, pervasive, or persistent act or conduct, whether physical, electronic or verbal that

- A. May be based on a student's actual or perceived race, color, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, intellectual ability, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, place of residence or business, or any other distinguishing characteristic, or on a student's association with a person, or group with any person, with one or more of the actual or perceived foregoing characteristics; and
- B. Shall reasonably predicted to:
 - a. Place a student in reasonable fear of physical harm to his or her person or property;
 - b. Cause a substantial detrimental effect on the student's physical or mental health (**HAZING**);
 - c. Substantially interfere with the student's academic performance or attendance;
 - d. Substantially interfere with the student's ability to participate in or benefit from school activities or services; or
 - e. Materially and substantially disrupts the education process or the orderly operation of a school.

Reporting Bullying

Bullying or suspected bullying is reportable in person or in writing (including anonymously) to school personnel. DCPS expects all staff members and volunteers to report incidents of bullying or retaliation they witness or are made aware of to the principal or the principal's designee.

Students who have been bullied or are aware of incidents of bullying should be encouraged to report this behavior to the principal or principal's designee. Parents or other adults who are aware of incidents should be encouraged to report this behavior to the principal or principal's designee. Reports may be made anonymously but disciplinary action by the principal or principal's designee cannot be taken solely on the basis of an anonymous report, though such a report may trigger an investigation.

Corporal Punishment

D.C. Public Schools (DCPS) is working to create a positive and affirming climate in every school. As part of DCPS's efforts to achieve this result, every employee of the school system must review the policy on corporal punishment. In light of the seriousness of the subject, you are required to review the Board Rules on corporal punishment very carefully.

Board rules define corporal punishment as "...the use or attempted use of physical force upon or against a student either intentionally or recklessness disregard for the student's safety, as a punishment, or discipline." An employee also commits Corporal Punishment when s/he directs another to use force against a student.

Elements of corporal punishment include:

- Use or attempted use of physical force
- Upon or against a student
- Intentionally or with reckless disregard for the student's safety
- As punishment or discipline

Examples of Corporal Punishment include:

- Pushing
- Grabbing
- Hitting
- Unreasonable restraint

All allegations regarding corporal punishment are investigated by DCPS based on standards stated in the Board of Rules.

Corporal punishment is contradictory to the goal of achieving a positive and nurturing educational environment for the students of DC Public Schools. Corporal punishment, as defined by the Board Rule includes contact such as, to inflict any of these acts on a student. Corporal punishment is expressly prohibited and will not be tolerated. The Chancellor will review any substantiated violation of this rule, and will take appropriate disciplinary action up to and including termination of employment.

It is our shared responsibility to do everything within our power to support students and to help them achieve success. Each student shall have the right to receive respect from teachers, other students, administrators, and other school personnel, and shall not be subject to ridicule, harassment, or any punishment that is demeaning or derogatory.

No student should be subject to corporal punishment.

Reporting Corporal Punishment

Corporal Punishment is reportable in person or in writing (including anonymously) to school personnel. DCPS expects all staff members and volunteers to report incidents of corporal punishment or are made aware of to the principal or the principal's designee.

Students who have been victims of corporal punishment are encouraged to report this behavior to the principal or principal's designee. Parents or other adults who are aware of incidents should be encouraged to report this behavior to the principal or principal's designee.