

# **VICTORIA INDEPENDENT SCHOOL DISTRICT**

## **Safe and Civil Schools Commitment**

### **General Policy Statement**

Victoria ISD is committed to providing educational programs and activities that are free from all forms of unlawful harassment, including disability-based harassment. Members of the Victoria ISD school community are expected to treat each other with dignity and mutual respect. Likewise, all students, administrators, teachers, staff, and all other school personnel share responsibility for discouraging, preventing, and reporting any form of unlawful harassment.

To that end, the District will vigorously enforce its prohibition against harassment based on sex, race, color, national origin, religion, disability, or any other unlawful basis, and encourages those who feel they have experienced such harassing conduct at school or a school-sponsored activity to seek assistance to remedy the problems. The Victoria Independent School District will investigate all allegations of harassment and, in those cases where unlawful harassment is substantiated, will take immediate steps to end and address the harassment. Any employee or student who is found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.

### **Reports and Complaints of Harassing Conduct**

Members of Victoria ISD community are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor or other District official so that VISD may investigate and address the conduct as required by law and policy FFH.

A report of harassment may be made to the District through a campus administrator or the Victoria ISD Human Resources office. Complaints of harassment will be promptly investigated and appropriate corrective action will be taken in response to any findings of harassment which violate the District's policy. Such actions will be aimed at ending any identified harassment and preventing it from reoccurring. Students or staff members found to have engaged in acts of harassment will be subject to discipline in accordance with District policy.

### **Education and Training**

In support of its commitment to a non-harassing and non-discriminatory school environment, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. To achieve that goal, the Superintendent or designee shall provide appropriate training to all personnel and students related to the implementation of policy FFH and any accompanying administrative procedures. Such training will be age and content appropriate.

For more information, or to report any concerns, please contact the District's anti-discrimination compliance coordinators, Superintendent Dr. Robert Jaklich or Student Services Director, Tammy Nobles, 102 Profit Drive, Victoria, TX 77901, (361) 576-3131.