



Book	Policy Manual
Section	8000 - Students
Title	Anti-Discrimination, Harassment, Intimidation, and Bullying
Code	8018
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ANTI-DISCRIMINATION, HARASSMENT, INTIMIDATION, AND BULLYING

Aspire Public Schools does not allow discrimination, intimidation, harassment (including sexual harassment) or bullying based on a person's actual or perceived race, color, ancestry, nationality/national origin, immigration status, ethnic group identification/ethnicity, age, religion, marital status/ pregnancy/ parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, medical information or association with a person or group with one of more of these actual or perceived characteristics. For questions or complaints, contact Title IX Officer:

Regional Director of Student Services or Designee 1001 22nd Ave
Oakland, CA 94606
510-434-5000
BA_TitleIX@aspirepublicschools.org

Regional Director of Student Services or Designee 3311 E. Morada Lane
Stockton, CA 95212
209-647-3047
CV_TitleIX@aspirepublicschools.org

Regional Director of Student Services or Designee 5901 E. Slauson Avenue
Commerce, CA 90040
323-837-9920
LA_TitleIX@aspirepublicschools.org

Aspire will follow uniform complaint procedures when addressing complaints alleging unlawful discrimination based on person's actual or perceived race, color, ancestry, nationality/national origin, immigration status, ethnic group identification/ethnicity, age, religion, marital status/ pregnancy/ parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, genetic information, medical information or association with a person or group with one of more of these actual or perceived characteristics in any program or activity that receives or benefits from state financial assistance. Students, parents, guardians, or any other individuals having questions or concerns regarding Aspire's "Discrimination Harassment Policy" should contact the principal of the school and Aspire recommends individuals work with their schools when they have concerns.

The Governing Board recognizes the harmful effects of bullying on student well-being, student learning, and school attendance and desires to provide a safe school environment that protects students from physical and emotional harm. No individual or group shall, through physical, written, verbal, visual, or other means, harass, sexually harass, threaten, intimidate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel, or retaliate against them for filing a complaint or participating in the complaint resolution process.

The CEO or designee shall develop strategies for addressing bullying in Aspire schools with the involvement of students, parents/guardians, and staff. As appropriate, the CEO or designee may also collaborate with social services, mental health services, law enforcement, courts, and other agencies and community organizations in the development and implementation of effective strategies to promote safety in schools and the community.

Such strategies may be incorporated into the comprehensive safety plan and, to the extent possible, into the local control and accountability plan and other applicable organization and school plans.

Any complaint of bullying shall be investigated and, if determined to be discriminatory, resolved in accordance with law and the Aspire's uniform complaint procedures. If, during the investigation, it is determined that a complaint is about nondiscriminatory bullying, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

Any employee who permits or engages in bullying or retaliation related to bullying shall be subject to disciplinary action, up to and including dismissal.

Legal

- [200-262.4 Prohibition of discrimination](#)
- [32282 Comprehensive safety plan](#)
- [32283.5 Bullying; online training](#)
- [35181 Governing board policy on responsibilities of students](#)
- [35291-35291.5 Rules](#)
- [48900-48925 Suspension or expulsion](#)
- [48985 Translation of notices](#)
- [52060-52077 Local control and accountability plan](#)
- [422.55 Definition of hate crime](#)
- [647 Use of camera or other instrument to invade person's privacy; misdemeanor](#)
- [647.7 Use of camera or other instrument to invade person's privacy; punishment](#)
- [653.2 Electronic communication devices, threats to safety](#)
- [4600-4670 Uniform complaint procedures](#)
- [254 Universal service discounts \(e-rate\)](#)
- [35.107 Nondiscrimination on basis of disability; complaints](#)
- [104.7 Designation of responsible employee for Section 504](#)
- [106.8 Designation of responsible employee for Title IX](#)
- [110.25 Notification of nondiscrimination on the basis of age](#)