



Student Non-Discrimination, Harassment, Intimidation, and Bullying Policy

KIPP SoCal Public Schools (“KIPP SoCal”) believes that all students have a right to a safe and healthy school environment. Our schools and communities have an obligation to promote mutual respect, tolerance, and acceptance.

KIPP SoCal prohibits discrimination, harassment, intimidation, and bullying on the basis of a student’s actual or perceived age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, nationality, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. This policy applies to all acts related to school activity or school attendance within a school under the jurisdiction of the superintendent of the school district.

KIPP SoCal shall notify parents and guardians of their children’s right to a free public education, regardless of immigration status or religious beliefs.

- All children in the United States have a Constitutional right to equal access to free public education, regardless of immigration status and regardless of the immigration status of the students’ parents or guardians.
- In California:
 - All children have the right to a free public education.
 - All children ages 6 to 18 years must be enrolled in school.
 - All students and team members have the right to attend safe, secure, and peaceful schools.
 - All students have a right to be in a public school learning environment free from discrimination, harassment, bullying, violence, and intimidation.
 - All students have equal opportunity to participate in any program or activity offered by the school, and cannot be discriminated against based on their race, nationality, gender, religion, or immigration status, among other characteristics.

KIPP SoCal shall inform students who are victims of hate crimes of their right to report such crimes.

KIPP SoCal will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. Students who bully and/or harass are in violation of this policy and are subject to disciplinary action up to and including expulsion.

KIPP SoCal requires students and/or team members to immediately report incidents of bullying to the principal or designee. Team members who witness such acts take immediate steps to intervene when safe to do so.

Each complaint of bullying shall be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off-campus, and during a school-sponsored activity.

Processing Complaints of Harassment and Bullying

KIPP SoCal has adopted a Student Code of Conduct to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off-campus.

The Student Code of Conduct includes, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the School Leader or designee.
- Students can rely on team members to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the School Leader or another school administrator. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process. The procedures for intervening in bullying behavior include, but are not limited, to the following:
 - All team members, students, and their parents will receive a summary of this policy prohibiting discrimination, harassment, intimidation, and bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new student orientation, and as part of the school system's notification to parents.
 - The school will make reasonable efforts to keep a report of bullying and the results of the investigation confidential.
 - Team members who witness acts of discrimination, harassment, intimidation, or bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing these types of acts are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

KIPP SoCal has adopted a process for receiving complaints and investigating complaints of discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics: age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, nationality, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. The process includes the following steps:

- Once the complaint is received by the school's administrators, it must be immediately reviewed and investigated. The investigation should begin within 24-48 hours of the complaint being received.
- The student who makes the complaint's parent/guardian will be notified immediately (the day the complaint is made) if they did not make the complaint. The parent of the student

being accused will be notified as well.

- The administrator must interview all parties involved, including the student making the complaint, the student(s) accused, and any witnesses (such as other students and/or team members).
- The administrator, along with the leadership team of the school, will evaluate the information obtained during the investigation.
- The required next steps will be determined to ensure the safety of all students involved and not involved as well as team members.
- The leadership team of the school will determine how to implement the required next steps.
- The parent/guardian of the student making the complaint and the parent/guardian of the student accused will be notified of the results of the investigation and what the next steps will be.
- If the student or parent/guardian making the complaint wants to appeal the decision, he/she may contact KIPP SoCal's Chief Academic Officer. The Chief Academic Officer will collaborate with the individual raising the complaint to resolve the identified issue. The Chief Academic Officer shall consider all the facts and find an appropriate resolution of the complaint.
 - If the complaint is not resolved, KIPP SoCal's Leadership Team will meet to decide who on the Leadership Team will be best suited to handle this particular issue and set of circumstances. This Leadership Team member will collaborate with the individual raising the complaint to resolve the identified issue. This Leadership Team member shall consider all the facts and find an appropriate resolution of the complaint.
 - If the individual raising the complaint is dissatisfied with KIPP SoCal's Leadership Team's decision, he/she may contact KIPP SoCal's Chief Executive Officer. The Chief Executive Officer will collaborate with the individual raising the complaint to resolve the identified issue. The Chief Executive Officer shall consider all the facts and find an appropriate resolution of the concern or complaint.
 - If the individual raising the concern or complaint is dissatisfied with the Chief Executive Director's decision, the individual may petition the KIPP SoCal's Board of Directors. **The Board's decision shall be final.**
- Students and parents/guardians' complaints of discrimination, harassment, intimidation, and bullying based on any of the actual or perceived characteristics listed above can be filed under KIPP SoCal's Uniform Complaint Procedures that can be found in all KIPP SoCal schools' Parent Handbook.
 - The Compliance Officer for Uniform Complaint Procedures and contact information:

Cesely Westmoreland
Registered In-House Counsel
KIPP SoCal Public Schools
3601 E First St, Los Angeles, CA 90039
cwestmoreland@kippsocal.org
(323) 489-4461

Training Students, Teachers, and Team Members on Anti-Bullying and Anti-Harassment Policy

To ensure that bullying does not occur on school campuses, KIPP SoCal will educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

KIPP SoCal train teachers and team members to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training, at minimum, provides teachers and team members with the skills to do the following:

- Discuss the varying immigration experiences among members of the student body and school community;
- Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
- Identify the signs of bullying or harassing behavior;
- Take immediate corrective action when bullying is observed; and
- Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.

The focus is to provide team member development training in bullying prevention and cultivate acceptance and understanding in all students and team members to build each school's capacity to maintain a safe and healthy learning environment.

LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Questioning) Youth are particularly vulnerable to bullying and discrimination so to be proactive and preventative, KIPP SoCal has partnered with the LA LGBT Center to become an OUT for Safe Schools region. Team members are provided with information on how to support LGBTQ youth, be an ally and stop bullying when they see it. To learn more about OUT for Safe Schools™, review the section “Out for Safe Schools™”.

KIPP SoCal teachers and team members discuss this policy with their students in age-appropriate ways and will assure them that they need not endure any form of bullying. They educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

KIPP SoCal trains teachers, team members, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training, at minimum, provide teachers and team members with the skills to do the following:

- Discuss the varying immigration experiences among members of the student body and school community;
- Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
- Identify the signs of bullying or harassing behavior;
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- Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.