

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5240 Prohibition of Harassment and Discrimination
Number	BP 5240
Status	Active
Legal	C.R.S. 24-34-402 C.R.S. 24-50.5-103 C.R.S. 8-4-120
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It is the policy of Chávez/Huerta K-12 Preparatory Academy (CHPA) to maintain the school campus as a place of work and study for faculty, staff and students free from discrimination and harassment. CHPA does not discriminate on any basis in accordance with federal and state law.

CHPA is committed to providing all staff, students, and community members with a safe and supportive working and learning environment. Members of the school community are expected to treat each other with mutual respect and to accept the rich diversity which makes up the community. Disrespect among members of the school community is unacceptable behavior which threatens to disrupt the work and learning environment.

It is hereby the policy of CHPA to oppose and prohibit harassment of any kind. Harassment may be a form of unlawful discrimination and is always considered to be disrespectful behavior which will not be tolerated. Any harassment of a staff by a member of the school community is a violation of this policy.

CHPA shall act to investigate all complaints of harassment either formal or informal, verbal or written, and to discipline or take other appropriate action against any member of the school community who is found to have violated this policy. Appropriate corrective action includes taking necessary steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone reporting the harassment or participating in a harassment investigation. In addition, the harasser(s) shall be disciplined according to any applicable discipline policy.

Last Revised December 13, 2016

See administrative procedure AP 5240 Prohibition of Harassment and Discrimination