

NON-DISCRIMINATION & ANTI-HARASSMENT POLICY

Statement of Non-discrimination

Hamilton Southeastern School Corporation (the "School") does not discriminate on the basis of a protected class including but not limited to race, color, national origin, age, religion, disability or sex (including sexual stereotype nonconformity), in the programs or activities which it operates or the employment therein or admission thereto. The School strictly adheres to all non-discrimination and anti-harassment laws and does not tolerate any such acts.

The Superintendent/designee shall develop appropriate procedures to adequately address and provide sufficient options to promptly and effectively respond to allegations of discrimination and harassment.

Included in these procedures, Superintendent/designee shall designate several staff members as coordinators of non-discrimination and anti-harassment. The identity and contact information for these staff members shall be listed in the procedures. The coordinators are responsible for monitoring and ensuring compliance with all non-discrimination and anti-harassment law. The coordinators shall document all reports of discrimination or harassment and establish a protocol for recordkeeping.

Annual Performance Goals

School Year 2015-2016

Hamilton Southeastern Schools

Enhanced Student Academic Opportunities

By July 2016, in recognition that student achievement is positively correlated to student engagement and sense of belonging, HSES will refine instructional programs and practices, as measured by HSE21 objectives, closure of participation and achievement gaps, and more opportunities in career preparation.

Enhanced Student Services

By January 2016, in recognition that a world class school system must offer wrap-around student support services, HSE will increase the availability of academic and mental health counseling services for students at all grade levels, K-12.

Spring Operating Referendum

By January 2016, acknowledging that the community demands for excellence exceeds the financial capacity of the school system, the Board will adopt a resolution and timelines for a Spring 2016 General Fund operating referendum.