

## North Lamar ISD Anti-Harassment Statement

North Lamar Independent School District (NLISD) prohibits and will not tolerate acts of harassment of any kind, including harassment based on race, color, religion, gender, sexual orientation, national origin, disability, or any other conduct prohibited by law, including bullying or harassment carried out via electronic forms of communication (e.g. cyberbullying via social network sites). Should you believe that you have been subjected to harassment based on any of the above, report the harassment immediately to the 1) Campus Counselor or the 2) Campus Administrator.

Counseling and educational resources will be available to students or employees who are harassed as well as to those found to have engaged in acts of harassment. NLISD encourages students, parents, and employees to work together to prevent acts of harassment of any kind by fostering a climate of mutual respect for others. However, if any student or employee is found to have engaged in acts of harassment, he/she will be promptly disciplined. The discipline may include various remedies, up to and including suspension, expulsion, or removal of students, and termination of employment of employees. NLISD will not tolerate retaliation for reporting harassment and will take steps to protect those who wish to report harassment anonymously or confidentially.

