
 RULES OF THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA

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School Board Policy 6Gx50-5.001

PROTECTING STUDENTS FROM HARASSMENT AND DISCRIMINATION

1. **General Provisions.**— The School Board of Palm Beach County, Florida, as governing body of the School District ("School District" or "District"), does not condone harassment or discrimination against any of its students or applicants for admission for any reason including, but not limited to, their real or perceived sex, race, color, religion, national origin, age, disability, marital status, ancestry, ethnicity, gender, linguistic preference, political beliefs, sexual orientation, or social/family background in its education programs or admissions to education programs and therefore prohibits such discrimination against, or harassment of, any student by any Board member, District employee, consultant, contractor, agent, visitor, volunteer, student, or other person in the school or outside the school at school-sponsored events, on school buses, and at training facilities or training programs sponsored by the District.
2. In an effort to promote an environment free of discrimination and harassment, the Board has adopted this policy prohibiting harassment of, or discrimination against, Students in order to prevent, investigate, and take prompt, equitable, and appropriate action with regard to alleged discrimination and harassment. In addition to this policy, the Board has adopted a separate Policy prohibiting sexual harassment of, or discrimination against, students (Policy 5.81).
3. The School Board believes that all students are entitled to a safe, equitable, and harassment-free school experience. Discrimination and harassment will not be tolerated and shall be just cause for disciplinary action.
4. This Policy shall be interpreted and applied consistent with all applicable state and federal laws and the Board's collective-bargaining agreements.
5. **Definitions.**— For purposes of this Policy, the following definitions shall apply:
 - a. *Accused/employee* is defined as a School District employee alleged to be responsible for the violation alleged in the complaint.
 - b. *Accused/student* is defined as a student alleged to be responsible for the violation that is alleged in the complaint.
 - c. *Complaint* is defined as written allegations regarding any action, policy, procedure, or practice prohibited by this policy.
 - d. *Complainant* is defined as a student of, or applicant for admission to, the District who submits a written complaint of harassment or discrimination or an individual or group submitting a complaint on behalf of a student(s).
 - e. *Day* is defined as a working day and this term does not include weekends or holidays unless noted as "calendar day."
 - f. *Minor, or minor student*, is defined as any student who has not yet attained the age of eighteen (18). *For purposes of this policy*, the term should also be construed to include an adult student who has been determined incompetent or unable to give informed consent due to disability under state law. *Note: any procedure in this Policy mentioning a minor student's parent/guardian should also be construed to include an adult student's parent, if the adult student has given consent.* For example, where the Policy requires giving notice to the parent of a minor student, this requirement also includes notice to the parent of an adult student who has given consent for the parent to receive the notice. The notice would also be given to the parent of any adult student who has been determined to be incompetent or unable to give informed consent due to disability under state law.
 - g. *Parties* is defined as the accused student and/or accused/employee, and the complainant.

