

BESSEMER CITY BOARD OF EDUCATION:
Anti-Discrimination Notice

1. The Bessemer City Board of Education wants every person to have a safe and civil learning environment. Therefore, we want you to know about our policy to prevent unlawful discrimination, harassment or bullying on the basis of race, color, ethnicity, national origin, sex, age, or disability.
2. A harasser can be a student or an adult. Harassment may include, but is not limited to, the following when related to race, color, ethnicity, national origin, sex, age, or disability:
 - Name calling, jokes, or rumors;
 - Pulling on clothes;
 - Graffiti;
 - Notes or cartoons;
 - Obscene gestures;
 - Unwelcome touching of a person or clothing; and
 - Any words or actions that make you feel uncomfortable, embarrass you, hurt your feelings, or make you feel bad.
3. If any words or actions make you feel uncomfortable or fearful, you need to tell a teacher, counselor, the principal, or the Human Rights Officer, whose name and contact information are listed below.
4. You may also make a written report of any words or actions that make you feel uncomfortable or fearful. The report should be given to a teacher, counselor, the principal, or the Human Rights Officer.
5. Your right to privacy will be protected to the fullest extent practicable.
6. We take seriously all reports of sexual harassment, and harassment based on race, color, ethnicity, national origin, sex, age, or and disability, and will take appropriate action to investigate such claims, to eliminate the harassment, and to discipline any persons found to have engaged in such conduct.
7. The School District will also take action if any person, student or adult, tries to intimidate or takes action to harm you because you made such a report.
8. This is a brief summary of the Board's Anti-Discrimination Policy against unlawful discrimination, harassment or bullying on the basis of race, color, ethnicity, national origin, sex, age, and disability. A complete copy of the policy will be in the Student Handbook and available at the Board's Central Office upon request.

DISCRIMINATION AND HARASSMENT ON THE BASIS OF RACE, COLOR, ETHNICITY, NATIONAL ORIGIN, SEX, AGE, OR DISABILITY ARE AGAINST THE LAW.

Contact the Human Rights Officer, Mrs. Linda Richardson, at Bessemer City Board of Education, 1621 – 5th Avenue North, Bessemer, AL 35020, (205) 432-3019. You may also contact the Alabama State Department of Education, 50 North Ripley Street, Montgomery, Alabama 36104, (334) 242-9700, and/or the United States Department of Education, Office for Civil Rights, Atlanta Office, 61 Forsyth Street, S.W., Suite 19T10, Atlanta, Georgia 30303-8927, (404) 974-9406.