

ANTI-BIAS EDUCATION POLICY

Instruction: Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or religion in general. It shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

Teaching about Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone.
- Not tolerant of profanity or slander.

The District reserves the right to stop any school-sponsored activity that violates this policy, is harmful to the District or students, or violates state or federal law.

Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to race, color, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, homelessness, immigration status, order of protection status, or actual/potential marital or parental status, including pregnancy.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity, be denied equal access to programs, services, or benefits. Any student may file a complaint using Board policy 2:260, *Uniform Grievance Procedure*.

Harassment, Bullying, and Intimidation Prohibited

Harassment, intimidation, or bullying based on any protected characteristic or identity is strictly prohibited. The District will not tolerate verbal, physical, sexual, or visual conduct that:

- Interferes with a student's education,
- Creates a hostile educational environment,
- Or otherwise denies educational benefits.

Sexual Harassment Prohibited

Sexual harassment includes any unwelcome sexual advances, requests for favors, or other sexual conduct that denies access to educational benefits or creates a hostile environment.

Making a Complaint

Reports of harassment, bullying, or sexual misconduct should be made to the Nondiscrimination Coordinator, Building Principal, Dean of Students, or any staff member. Confidentiality will be maintained to the extent possible. Retaliation for good-faith reporting is strictly prohibited.

Nondiscrimination Coordinator & Complaint Managers (2025–2026)

Names and contact information will be updated and inserted at the beginning of the school year by the Superintendent.

- **Nondiscrimination Coordinator:** Erica Hicks, ehicks@tgs5.com
- **Complaint Manager (Female):** Angela Brasche, awright@tgs5.com
- **Complaint Manager (Male):** Cory Plumlee, cplumlee@tgs5.com

Bullying Prevention and Response Plan (Policy 7:180)

The District's bullying prevention plan includes:

1. Clear definitions of bullying and cyberbullying.

2. Guidelines for prompt investigation and parent notification.
3. Restorative, supportive interventions.
4. Annual review and distribution of this policy.
5. Procedures to prevent reprisal and retaliation.

Staff and Parent Notification

All staff and parents/guardians will be reminded of this policy annually. The policy will also be included in student and staff handbooks and posted on the District website.

Revised Date: July 2025

Effective School Year: 2025–2026