

Student Disciplinary Policies

Discipline Policies and Student Conduct

The Ozark Mountain School District recognizes that a sound and fairly administered student discipline policy is essential for providing the proper atmosphere for learning in our school. The School Board and Administration fully support this philosophy and will strive to provide such an environment for students.

The School Board will instruct the Superintendent of Schools, in cooperation with principals and teachers to establish codes of conduct which state clearly and precisely in written form specified rules and regulations. Such rules or regulations shall:

A. Be based on policies of the Ozark Mountain School Board for the improvement of education.

If a rule or regulation prohibits an action, the reason shall be specified.

B. Be as precise as possible and sufficiently adapted to the needs of youth served by the school.

C. Be considered reasonable and proper.

Principals shall have both the authority and the duty to take disciplinary action whenever the behavior of any student (s) materially interferes with or substantially disrupts maintenance of a proper atmosphere for learning within classrooms or other parts of schools.

Notice of the rules and regulations existing in each school shall be disseminated to students and parents in a wide variety of ways (student assemblies, PTA meetings, public address announcements, and student handbooks, etc.)

Application of disciplinary measures shall at all times reflect a fair and reasonable exercise of authority. Disciplinary measures shall not be arbitrary, capricious, discriminatory, or otherwise unreasonable. Procedural due process, to the extent of its applicability in any particular situation, shall be afforded all students prior to imposition of punishment. The degree afforded shall be proportionate both to the gravity of the offense and the severity of the contemplated penalty, as outlined in the Board's policies relative to suspension, expulsion, and corporal punishment.

Legal Reference: 42 U.S.C. 1983; Tinker v. Des Moines Independent Community School District 89 S. Ct. 733 (1979); Goss v. Lopez, 95 S. Ct. 779 (1975); Wood v. Strickland, 95 S. Ct. 992 (1975); AR. Stat. Ann. 80-1629; Arkansas Commission on Pupil Discipline in Public Schools, Model School Board Policies for Student Discipline, ACT 104 of 1983, First Extraordinary Session

Disciplinary Procedures

A variety of corrective measures are authorized for the breach of rules applicable to students. The corrective measure to be employed shall be determined in each case by the principal or his designee, the classroom teacher, or other appropriate educational staff member, except where School Board action is required. Such measures may include the use of reasonable force in the exercise of lawful authority to restrain or correct students and to maintain order. Minor infractions ordinarily will not justify the imposition of severe corrective measures. Repeated minor infractions that are not amenable to corrections by lesser measures may justify the use of more severe measures. Ozark Mountain Schools follow a discipline policy that begins with a reprimand and follows steps up to and including suspension or expulsion.

Disciplinary Options

Admonition and counseling should be used when appropriate to assist a student to understand when his/her conduct interferes with the educational progress, interferes with the educational progress of others, disrupts or interferes with the orderly operation of the school, or threatens the rights of others. The following is a list of corrective measures that may be used at Ozark Mountain Schools. These measures may be used singularly or in combination with other measures, if necessary.

Reprimand - Conference between student and faculty member calling attention to the student's improper conduct.

Additional Duties - Minor infractions may be resolved using solutions that require performing additional room or campus duties.

Noon Detention /After School Detention– May be used for students failing to follow rules, failure to complete homework and/or classroom assignments. The student may be assigned to noon detention until these assignments are completed. In cases of student misbehavior, five detentions in a 9 week period will result in a referral to the principal for further disciplinary action as determined by the administrator.

Deprivation of Privileges – This form of discipline is encouraged when the student has developed a pattern of chronically repeating minor offenses. Deprived privileges may include but not be limited to a loss of driving/parking privileges, suspension from extracurricular activities, and denied access to school functions.

Principal/Student Conference - A conference between the principal and the student to discuss the student's behavior.

Principal/Parent Conference - The severity of an infraction, or the frequent occurrence of infractions, may necessitate a conference between the principal and the parents of the student. Parents should not expect a report on every problem that arises.

Referral to other school personnel: (counselor, social worker, nurse, etc.).

Referral to out-of-school personnel: (physician, psychologist, drug or alcohol treatment center, law enforcement personnel, etc.).

In-School Suspension - Students may be assigned by the principal an In-School Suspension on a temporary basis when staff is available to supervise the suspension; and when such assignment does not disrupt the normal school routine.

Corporal Punishment - This may be used for behavior which interferes with the education of others, disrupts the orderly operation of the school, threatens any individual's well-being, or knowingly violates school rules (Act 333 or 1995). Attention to alternative discipline procedures shall be made before imposition of corporal punishment. Corporal punishment may be administered by any certified staff member in the presence of an administrator or his designee.

Alternative School Program – When it appears that a student cannot conform to acceptable behavioral standards in the regular school program, the principal may recommend placement in an alternative school program.

NOTE: ADDITIONAL CONSEQUENCES MAY BE APPLIED FOR BUS INFRACTIONS.

Out-of-School Suspension

A student may be suspended from school when such suspension is necessary to regain or maintain emotional control or when the student's presence at school represents a reasonable threat to others or when the student's presence at school prevents other students from pursuing desirable educational goals.

Conduct which may constitute cause for suspension shall include, but not be limited to, any of the following:

- a. Continued and willful disobedience.
- b. Open defiance of the authority of any teacher or person having authority in the school.
- c. Conduct of such character as to constitute a continuing danger to the well-being of the other students.
- d. Physical assault upon another student, teacher, or administrator.
- e. Taking or attempting to take another person's property or money by means of force or fear, or by other means.
- f. Willfully causing, or attempting to cause, substantial damage to school property.
- g. Participation in unauthorized occupancy of any part of the school or school grounds, or failure to leave promptly after having been directed to do so by the principal or other person then in charge.
- h. Use, possession, distribution, or being under the influence of intoxicants or illegal drugs on school property or in connection with any school activity.
- i. Use or possession of any unauthorized firearm, switchblade, knife, or other weapon on school property and the use or possession of explosives, including fireworks.
- j. Violation of attendance regulations.
- k. Violation of tobacco regulations.
- l. Cursing or verbally abusing any person (possible recommendation for expulsion).
- m. Willful interruption or substantial disturbance of any school activity.
- n. Any threat to bomb, burn, or destroy in any manner a school building.
- o. Violation of law or school board policy or regulations.
- p. Bullying
- q. Indecent/Immoral act
- r. Computer tampering
- s. Infectious disease

Suspension Guidelines:

Any suspension must conform to the following guidelines:

Prior to any suspension, the student shall receive an explanation of the intended suspension and shall be given reasonable opportunity to present evidence that might argue against suspension. The student's parents or legal guardians should be notified immediately of any suspension, and should indicate how the student is to leave school.

Written notice of any suspension should be forwarded to the superintendent's office and the parents or guardians as soon as possible. Such notice shall include a statement of the reasons for and the conditions of the suspension. The notice will be mailed to the address listed on the student's current enrollment form.

Building administrators can suspend students from school for a period not to exceed 10 days, subject to appeal to the superintendent. Suspensions will include all activities and school events either on or off campus. (Act 742 of 1997)

At each step in the appeal process, the suspension may be affirmed, revoked, or otherwise modified by the person or group hearing the appeal. Such disposition of an appeal does not in any way prohibit a student or a student's parent or guardian from pursuing the appeal to the next level. Procedural due process, as defined by statutes and court decisions, will be followed at all stages of the suspension process. If a student under suspension transfers to another school, information regarding the suspension will be sent to that school.

During the period of their suspension, students may not attend any OMSD related function at our school or at any other school until suspension has been served. Full privileges will be reinstated at 4:30 on the last day of suspension.

Out-of-school suspension (OSS) shall not be used to discipline a student in kindergarten through fifth (5th) grade unless the student's behavior:

- a. Poses a physical risk to himself or herself or to others;
- b. Causes a serious disruption that cannot be addressed through other means; or
- c. The act of bringing a firearm on school campus.

OSS shall not be used to discipline a student for skipping class, excessive absences, or other forms of truancy.

Expulsion

Expulsion is a permanent denial of access to Ozark Mountain School. Expulsion will be used as a last resort and on recommendation of the principal. The Board of Education is the only authority that has the power to remove a student from school for a period of greater than 10 days. The Board will exercise this authority on the recommendation of the Superintendent of Schools when a student(s) participates in any activity which tends to disrupt, obstruct, or interfere with orderly education processes.

Expulsion Procedures:

The principal shall promptly send written notice of the facts warranting a request for expulsion to the superintendent, the parent(s) or legally responsible adult(s), the student, and each member of the School Board.

The superintendent shall notify the parent(s) or legally responsible adult(s) and the student of their right to a hearing before the School Board in a written notice delivered to them at least five days before such a hearing. (For reasonable cause, parents may request of the superintendent an extension of the date of the hearing, in no case to exceed ten days). Included in the notification shall be the following:

1. The time and place of the hearing, the basis for the expulsion request, the substance of the evidence to be presented, and the procedures to be followed.
2. That the student may be represented by parent(s) or other legally responsible adult(s).
3. That evidence and testimony shall be permitted.
4. That written decision of the School Board shall be sent to the parent(s) or other responsible adult(s) and to the student within three days of the hearing. Should parent(s) notify the School Board in writing that they do not desire a hearing, they may waive their right and the expulsion may proceed. However, the failure of the student or her parents(s) or representative(s) to attend or participate in the hearing shall not prevent the conduct of the hearing.

Prohibited Student Conduct

NOTE-A substantial disruption is not listed under any infraction level, but may result in any level discipline infraction depending on severity.

NOTE-Disciplinary actions are options to be chosen from, not necessarily followed in order. All disciplinary measures will be at the discretion of the building principal, including habitually disruptive behavior

Level 1 Infractions

1. Truancy
2. Excessive Tardiness
3. Failure to Follow Instructions
4. Inappropriate Student Dress
5. Scuffling/Horseplay

Level 1 Disciplinary Action

1. Student/Principal Conference; Mandatory Change of Clothes (if applicable)
2. Lunch Detention; After School Detention; Corporal Punishment
3. 1-3 days of In-School Suspension, at the Discretion of the Principal
4. 1-3 days of Out-of-School Suspension, at the Discretion of the Principal
5. Five days of Suspension and Parent Conference

Level 2 Infractions

1. Disorderly Conduct
2. Profanity, Verbal Abuse, Obscene Gestures
3. Disrespect/ Defiance
4. Violation of Cafeteria Rules
5. Violation of Bus Rules/ Driving Rules
6. Leaving Campus without Permission (Closed Campus)

Level 2 Disciplinary Action

1. Lunch Detention; After School Detention; In-School Suspension; Corporal Punishment
2. Suspension of 1-3 days, at the Discretion of the Principal
3. 5 days of Suspension and Parent Conference; Loss of Bus Privileges (if applicable)

4. Suspension from School and Possible Recommendation for Alternative Learning Environment or Expulsion

Level 3 Infractions

1. Insubordination
2. Damage, Destruction, or Theft of School Property
3. Theft and Extortion
4. Plagiarism, Cheating, or Copying
5. Public Display of Affection
6. Misuse of Electronic Devices/Abuse of the Technology Agreement
7. Use of Tobacco/ Vaping
8. Student Threats (A student may not willfully and intentionally threaten to cause bodily harm to a student.)

Level 3 Disciplinary Action

1. Confiscation of Electronic Device; Corporal Punishment; Contact of Parent/Guardian; Payment of Damages; In-School Suspension; Loss of Credit (if applicable)
2. Suspension of 1-5 days, at the Discretion of the Principal
3. Suspension from School and Possible Recommendation for Alternative Learning Environment or Expulsion

Level 4 Infractions

1. Physical Abuse or Assault by a Student on Another Student
2. Bullying

Level 4 Disciplinary Action

1. Corporal Punishment; In-School Suspension; Parent Conference; Psychological Evaluation (if applicable)
2. 3-5 Days of Suspension and Parent Conference
3. Suspension from School and Possible Recommendation for Alternative Learning Environment or Expulsion

Level 5 Infractions

1. Possession, Use, Sale, or Distribution of Drugs or Alcohol
2. Sexual Behavior (including transmission of pornographic images)
3. Weapons, Dangerous Instruments, and Contraband (other than firearms)
4. Mistreatment of School Personnel (A student may not willfully and intentionally assault, threaten to assault, or commit battery on any school employee.)

Level 5 Disciplinary Action

1. Up to 10 days of Suspension from School; Possible Recommendation for Alternative Learning Environment or Expulsion; Psychological Examination (if applicable).

Level 6 Infraction(s)

1. Possession of a Firearm on School Grounds
2. Bomb Threats (A student who makes a bomb threat will be referred to the legal authorities and will be subject to a Level 6 disciplinary action.)

Level 6 Disciplinary Action

1. Recommendation for Expulsion for a period of no less than 1 year. The superintendent shall have the discretion to modify such expulsion recommendation for a student on a case-by-case basis. (See page 40 of the O.M.S.D. handbook.)

The following is a list of disciplinary infractions and their descriptions that **will not** be permitted:

Animals/Insects

Animals and insects are not to be brought to school unless approved by administration.

Assault and Abuse of Students and Staff Members (AR Code 6-17-113)

Students are to keep their hands to themselves and treat teachers and fellow students with respect and courtesy. Horseplay and physical teasing, as well as shoving, striking, fighting or threatening others with physical injury, etc., constitute battery and/or assault, and are strictly forbidden. If a conflict between students does occur, the administration will take factors into consideration, including (but not limited to): the circumstances surrounding the situation, which student initiated the conflict, and if the student who did not initiate the conflict was making an effort or attempt to neutralize the situation.

Violation of this policy will result in disciplinary action, and may also constitute a criminal offense. By law, local law enforcement must be notified whenever a felony, an act of violence, or a threat of violence, may have been committed on campus. (Act 1520 of 1999)

A student, who commits assault, physical or verbal abuse, and/or battery, on any member of the administration, faculty, staff, or employee of Ozark Mountain School District, even if such actions occur off school premises, is subject to suspension and a recommendation for expulsion. In addition, students who threaten such acts are subject to suspension, and the severity of the act will be considered by the administration as to the recommendation for expulsion.

“Abuse” means to wrong in speech, reproach coarsely, disparage, revile, or malign. Use of profanity or vulgar expressions directed at another person is considered abuse.

“Assault” is the willful attempt to threaten to inflict injury upon the person of another, coupled with the apparent present ability to do so. Any display of force that would give the victim reason to fear bodily harm is assault, even if touching or striking does not occur.

“Battery” is similar to assault but requires unexcused physical touching or injury.

“Bullying” is unwanted, aggressive behavior that involves a real or perceived imbalance occurring over time.

Damage or Destruction of School Property (Act 1094 of 1983 Special Session)

A student shall not cause or attempt to cause damages to school property or steal or attempt to steal school property.

The school district will attempt to recover damages from the student destroying school property. Students shall make restitution of any property destroyed, damaged, or stolen by them and shall be subject to other disciplinary measures.

Disregard of Directions or Commands

A student shall comply with reasonable directions or commands from teachers, student teachers, substitute teachers, teacher aides, principals, administrative personnel, school bus drivers, or other authorized school personnel.

ACT 1281 of 1999 states “a teacher may remove a student from class and send him or her to the principal’s or principal’s designee’s office in order to maintain effective discipline in the classroom.”

The Act further states that a teacher may remove from class a student:

- a. Who has been documented by the teacher as repeatedly interfering with the teacher’s ability to teach the students in the class or with the ability of the student’s classmates to learn, or
- b. Whose behavior the teacher determines is so unruly, disruptive, or abusive that it seriously interferes with the teacher’s ability to teach the students in the class or with the ability of the student’s classmates to learn.

Disruption and Interference with School:

This will include interference with the proper conduct of a school, a school activity, or an individual class; attempts to prohibit or discourage attendance by others at school or a school activity; attempts to encourage other students to violate school rules or policies; refusal to identify oneself; or others engaged in unlawful or disruptive acts or to otherwise fail to divulge information regarding such acts.

Definitions

"Appropriate interim learning environment" means an appropriate learning environment that is used for a period of time not to exceed ten (10) days.

"Appropriate learning environment" means a setting within the District that provides a similar structure to the following, without limitation:

1. A classroom; or
2. In-school suspension.

"Violent or abusive behavior" means, without limitation:

- a. Using threatening language;
- b. Throwing an item that risks or causes:
 - Harm to another individual;
 - Injury to another individual; or
 - Damage to property;
- c. Physically abusing a teacher or another student; or
- d. Any other similar action that presents a physical danger or a threat of physical danger to a teacher or another student.

No student shall by the use of violence, force, noise, coercion, threat, intimidation, fear, passive resistance, or any other conduct, intentionally cause the disruption of any lawful mission, process, or function of the school, or engage in any such conduct for the purpose of causing disruption or obstruction of any lawful mission, process, or function. Nor shall any student encourage any other student to engage in such activities.

Disorderly activities by any student or group of students that adversely affect the school's orderly educational environment shall not be tolerated at any time on school grounds. Teachers may remove from class and send to the principal or principal's designee office a student whose behavior is so unruly, disruptive, or abusive that it seriously interferes with the teacher's ability to teach the students, the class, or with the ability of the student's classmates to learn. Students who refuse to leave the classroom voluntarily will be escorted from the classroom by the school administration.

A teacher may, but is not required to, remove a student from class:

- Who has been documented by the teacher as repeatedly interfering with the teacher's ability to teach the students in the class or with the ability of the student's classmates to learn; or
- Whose behavior is so unruly, disruptive, violent, or abusive that it seriously interferes with the teacher's ability to teach the students, the class, or with the ability of the student's classmates to learn.

A student who is removed from class shall:

- Be sent to the office of the principal or the principal's designee;
- Be escorted from the classroom by the school administration if the student refuses to leave the classroom voluntarily;
- Not be returned to the teacher's class until a conference is held; and
- Be placed in another appropriate classroom learning environment until the conference is completed.

The conference shall be held for the purpose of:

1. Determining the causes of the problem that led to the student's removal and possible solutions;
2. Serving as a manifestation determination review if the student removed from the class is a student with a disability;
3. Determining if a behavioral threat assessment is necessary for the student who was removed from the class due to violent behavior.

The following individuals shall be present at the conference:

- a. The principal or the principal's designee;
- b. The teacher;
- c. The school counselor;
- d. A 504/special education representative (if applicable);
- e. The parents, legal guardians, persons having lawful control of the student, or persons standing in loco parentis; and
- f. The student, if appropriate.

The failure of the parents, legal guardians, persons having lawful control of the student, or persons standing in loco parentis to attend the conference shall not prevent the conference from being held nor prevent any action from being taken as a result of that conference.

Following the conclusion of the conference, the principal or the principal's designee may take any of the following actions against a student who was removed from class:

- Place the student into another appropriate learning environment or into in-school suspension;
- Except for a student who was removed for violent or abusive behavior, return the student to the class; or
- Take other appropriate action consistent with the District's discipline policy, state law, and federal law.

A student who is removed from class three (3) times during the same school year shall be placed in another appropriate learning environment for the remainder of the school year.

The District shall follow all requirements under the IDEA and 504 for students with a disability, including those surrounding a change in placement.

Fireworks

A student shall not possess, handle, or store firecrackers, smoke bombs, cherry bombs, or any other kind of fireworks that could be a danger to him or to other students, or could cause damage to school property or disrupt the learning climate of the school.

Forgeries and Cheating

No student shall forge any writing or attempt to employ as true any forged writing knowing it to be forged.

Gambling

A student shall not participate in any activity that may be termed gambling or wagering where the stakes are money or any other object of value.

Harassment of students or employees, which shall include but is not limited to:

1. Speech, such as epithets, derogatory comments or slurs, and lewd propositioning on the basis of race, sex, religion, national origin, ancestry, disability, medical condition, marital status, age, or sexual orientation.
2. Physical acts, such as assault, impeding or blocking movement, offensive touching, or any physical interference with normal school activities or learning environment when directed at an individual on the basis of race, sex, religion, national origin, ancestry, disability, medical condition, marital status, age, or sexual orientation.
3. Visual insults, such as derogatory posters, cartoons, or drawings related to race, sex, religion, national origin, ancestry, disability,
4. Medical condition, marital status, age, or sexual orientation.

Immorality - A student shall abstain from indecent and immoral acts.

Insubordination:

Students will be considered insubordinate when they refuse to obey any rule or regulation of the school or school district, or the reasonable instructions of school district personnel.

Personal Relations - It is the school's intended purpose to encourage healthy social development. Students will refrain from personal displays of affection (PDA).

Pornography:

Students shall not possess, view, distribute, or attempt to electronically transmit sexually explicit or vulgar images or representations, whether electronically, on a storage device, or in hard copy form.

Theft

A student shall not steal or attempt to steal property belonging to the school or any individual property while under the jurisdiction of the school. When public or private property has been stolen or damaged, the school will work through parents to recover reasonable compensation for damages to that property.

Verbal Abuse and Vulgarities

No student shall curse or verbally abuse anyone or use vulgar, profane, indecent, or inappropriate language or gestures nor shall any student be subjected to such verbal abuse from any source.

Violation of Laws, Rules, and Regulations

While on school property, or at any school function, a student shall not violate any laws or rules and regulations of the school. Also, students shall not violate any statutory or constitutional regulations. (School penalties may be imposed in addition to any penalties imposed by the courts.)

Possession of any Firearm or any Other Weapon

Prohibited on School Property (Act 104 of 1983 Special Session).

A student shall not possess, handle or transport a knife, razor, dirk, box cutter, nun chucks, ice pick, pepper spray, mace, explosive, pistol, rifle, shotgun, taser, or any other object that can be considered a weapon or dangerous instrument. Any student who has used or threatens to use any of the above-mentioned objects to inflict physical injury to any person on campus, or at school functions at any time, will be suspended and recommended for expulsion (Required Act 567 of 1995).

Possession means having a weapon on the student's body or in an area under his/her control. If, prior to any questioning or search by any school personnel, a student discovers that he/she has accidentally brought a weapon to school including a weapon that is in a vehicle on school grounds, and the student informs the principal or a staff person immediately, the student will not be considered to be in possession of a weapon. The weapon shall be confiscated and held in the designated area until such time as the student's parent/legal guardian shall pick up the weapon from the school's designated area. However, repeated "inadvertent firearms" will not be tolerated and shall be grounds for disciplinary actions against the student as otherwise provided for in this policy.

Act 1150 of 1999 states that all school districts shall adopt a written policy regarding expulsion of a student for possessing a firearm or other prohibited weapon on school property which shall require parents, guardians, or other persons in loco parentis of a student expelled for such violation, to sign a statement acknowledging that the parents have read and understand current laws regarding the possibility of parental responsibility for allowing a child to possess a weapon on school property. This statement shall be signed prior to readmitting a student or enrolling a student in any public school immediately after the expiration of an expulsion period.

A student shall not possess, handle, or store contraband materials while on school property or at a school-sponsored event. Act 567 of 1995 requires expulsion for a period of not less than one year for possession of any firearm or other weapon prohibited upon the school campus by law; however, the superintendent shall have discretion to modify such expulsion requirements for a student on a case-to-case basis.

Possession/Distribution of Alcohol/Drugs (Act 104 of 1983 Special Session)

1. A student shall not possess, sell, use, transmit, or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or other controlled substance, as defined in Act 390 of 1971 of State of Arkansas, as amended, or beverage containing alcohol or intoxicant of any kind.
2. Controlled substances may be possessed and used by a student who has a prescription for the substance; provided the substance remains in the container in which it was obtained from the pharmacist. ***All medications should be taken to the office in the morning and kept there until after school.***

Act 612 provides that sentences for sale of controlled substances within 1000 feet of public or private schools or colleges shall be enhanced by two years and a fine of no less than \$1000. School officials will be expected to cooperate fully with law enforcement agencies and judicial bodies in the investigation and resolution of drug-related or alcohol related cases involving students, even though the offenses may not have taken place on school property or a school activity.

Tobacco Products

The use, possession, or distribution of tobacco products is prohibited in accordance with Arkansas Statute 6-21-609.

1. Smoking/Chewing is considered a hazard by medical authorities. No tobacco products will be allowed on school campus. There is to be NO SMOKING or DIPPING. Students violating this policy will be disciplined. *Act A.C.A. 6-21-609 of 1997*
 - Smoking or use of tobacco products or products containing tobacco in any form, in or on any property owned or leased by a public-school district, including school buses, is prohibited. Including “E” cigarette or vape products.
 - Any person violating the provisions of this section shall be guilty of a misdemeanor and, upon conviction thereof, shall be punished by a fine of not less than ten dollars (\$10.00) nor more than one hundred dollars (\$100.00).

Gang-Related Activity

Gangs, secret societies, or other similar groups, whether organized in the community or in another setting, are prohibited on the school grounds and campus and at any school-sponsored activity. Gang-related activity, whether genuine or a pretense, that is identified by school officials will result in a minimum of five days Out-of-School Suspension up to a maximum of expulsion for the remainder of the semester. A second offense of gang-related activity will result in a recommendation for expulsion for the remainder of the semester, the remainder of the school year, for one calendar year, or permanently.

Students who are arrested for gang-related offenses, regardless of where the offense may have occurred, may be expelled for the remainder of the semester, for the remainder of the school year, for one calendar year or permanently, depending on the circumstances of the arrest. Gang-related activities include but are not limited to such activities as wearing apparel associated with gangs, displaying gang insignia, “thrown signs” or other gestures or language (however expressed) associated with gangs, intimidation, and threats.

Sexual Harassment

The Ozark Mountain School District is committed to providing an academic environment that treats all students with respect and dignity. Student achievement is best attained in an atmosphere of equal educational opportunity that is free of discrimination. Sexual harassment is a form of discrimination that undermines the integrity of the educational environment and will not be tolerated.

The District believes the best policy to create an educational environment free from sexual harassment is prevention; therefore, the District shall provide informational materials and training to students, parents/legal guardians/other responsible adults, and employees on sexual harassment. The informational materials and training on sexual harassment shall be age appropriate and, when necessary, provided in a language other than English or in an accessible format. The informational materials and training shall include, but are not limited to:

- The nature of sexual harassment;
- The District’s written procedures governing the formal complaint grievance process;¹
- The process for submitting a formal complaint of sexual harassment;
- That the district does not tolerate sexual harassment;
- That students can report inappropriate behavior of a sexual nature without fear of adverse consequences;
- The supports that are available to individuals suffering sexual harassment; and
- The potential discipline for perpetrating sexual harassment.

Definitions

“Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

“Education program or activity” includes locations, events, or circumstances where the District exercised substantial control over both the respondent and the context in which the sexual harassment occurs.

“Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting an investigation of the allegation of sexual harassment.

“Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

“Sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee:
 - a. Conditions the provision of an aid, benefit, or service of the District on an individual’s participation in sexual conduct;² or
 - b. Uses the rejection of sexual conduct as the basis for academic decisions affecting that individual;²
2. The conduct is:
 - a. Unwelcome; and
 - b. Determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District’s education program or activity; or
3. Constitutes:
 - a. Sexual assault;
 - b. Dating violence
 - c. Domestic violence; or
 - d. Stalking.

“Supportive measures” means individualized services that are offered to the complainant or made available to the respondent designed to restore or preserve equal access to the District’s education program or activity without unreasonably burdening the other party. The supportive measures must be non-disciplinary and non-punitive in nature; offered before or after the filing of a formal complaint or where no formal complaint has been filed; and offered to either party as appropriate, as reasonably available, and without fee or charge. Examples of supportive measures include, but are not limited to: measures designed to protect the safety of all parties or the District’s educational environment, or deter sexual harassment; counseling; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; campus escort services; mutual restrictions on contact between the parties; changes in work or class locations; leaves of absence; and increased security and monitoring of certain areas of the campus.

Within the educational environment, sexual harassment is prohibited between any of the following: students; employees and students; and non-employees and students.

Actionable sexual harassment is generally established when an individual is exposed to a pattern of objectionable behaviors or when a single, serious act is committed. What is, or is not, sexual harassment will depend upon all of the surrounding circumstances and may occur regardless of the sex(es) of the individuals involved. Depending upon such circumstances, examples of sexual harassment include, but are not limited to:

- Making sexual propositions or pressuring for sexual activities;
- Unwelcome touching;
- Writing graffiti of a sexual nature;
- Displaying or distributing sexually explicit drawings, pictures, or written materials;
- Performing sexual gestures or touching oneself sexually in front of others;
- Telling sexual or crude jokes;
- Spreading rumors related to a person's alleged sexual activities;
- Discussions of sexual experiences;
- Rating other students or employees as to sexual activity or performance;
- Circulating or showing e-mails or Web sites of a sexual nature;
- Intimidation by words, actions, insults, or name calling; and
- Teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct or is homosexual, regardless of whether or not the individual self-identifies as homosexual or transgender.

Students who believe they have been subjected to sexual harassment, or the parent/legal guardian/other responsible adult of a student who believes their student has been subjected to sexual harassment, are encouraged to bring their concerns to **any** District staff member, including a counselor, teacher, Title IX coordinator, or administrator. If the District staff member who received a report of alleged sexual harassment is not the Title IX Coordinator, then the District staff person shall inform the Title IX Coordinator of the alleged sexual harassment. As soon as reasonably possible after receiving a report of alleged sexual harassment from another District staff member or after receiving a report directly through any means, the Title IX Coordinator shall contact the complainant to:

- Discuss the availability of supportive measures;
- Consider the complainant's wishes with respect to supportive measures;
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
- explain to the complainant the process for filing a formal complaint.

Supportive Measures

The District shall offer supportive measures to the complainant and make supportive measures available to the respondent that are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party before or after the filing of a formal complaint or where no formal complaint has been filed. The District shall provide individualized supportive measures to the complainant unless declined in writing by the complainant and shall provide individualized supportive measures that are non-disciplinary and non-punitive to the respondent. A complainant who initially declined the District's offer of supportive measures may request supportive measures at a later time and the District shall provide individualized supportive measures based on the circumstances when the subsequent request is received.

Formal Complaint

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by email. Upon receipt of a formal complaint, a District shall simultaneously provide the following written notice to the parties who are known:

- Notice of the District's grievance process and a copy of the procedures governing the grievance process;
- Notice of the allegations of sexual harassment including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include:
 - ✚ The identities of the parties involved in the incident, if known;
 - ✚ The conduct allegedly constituting sexual harassment; and
 - ✚ The date and location of the alleged incident, if known;
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- That the parties may inspect and review evidence relevant to the complaint of sexual harassment; and
- That the District's code of conduct prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, the District decides to investigate allegations about the complainant or respondent that are not included in the previous notice, the District shall simultaneously provide notice of the additional allegations to the parties whose identities are known.

The District may consolidate formal complaints of allegations of sexual harassment where the allegations of sexual harassment arise out of the same facts or circumstances and the formal complaints are against more than one respondent; or by more than one complainant against one or more respondents; or by one party against the other party. When the District has consolidated formal complaints so that the grievance process involves more than one complainant or more than one respondent, references to the singular "party", "complainant", or "respondent" include the plural, as applicable.

When investigating a formal complaint and throughout the grievance process, a District shall:

- Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the District and not on the parties;
- Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege or access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party unless the District obtains the parent, legal guardian, or other responsible adult of that party's voluntary, written consent or that party's voluntary, written consent if the party is over the age of eighteen (18) to do so for the grievance process;
- Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;

- Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding;
- Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation; this includes evidence:
 - Whether obtained from a party or other source;
 - The District does not intend to rely upon in reaching a determination regarding responsibility; and
 - That is either Inculpatory or exculpatory; and
- Create an investigative report that fairly summarizes relevant evidence.

At least ten (10)³ days prior to completion of the investigative report, the District shall send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties shall have at least ten (10)³ days to submit a written response to the evidence. The investigator will consider the written responses prior to completion of the investigative report. All evidence subject to inspection and review shall be available for the parties' inspection and review at any meeting to give each party equal opportunity to refer to such evidence during the meeting.

After the investigative report is sent to the parties, the decision-maker shall:

- Provide each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness;
- Provide each party with the answers;
- Allow for additional, limited follow-up questions from each party; and
- Provide an explanation to the party proposing the questions any decision to exclude a question as not relevant. Specifically, questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

No earlier than ten (10) days following the completion of the investigation period, the decision-maker, who cannot be the same person as the Title IX Coordinator or the investigator, shall issue a written determination regarding responsibility. The written determination shall include—

1. Identification of the allegations potentially constituting sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including:
 - a. Any notifications to the parties;

- b. Interviews with parties and witnesses;
- c. site visits;
- d. Methods used to gather other evidence; and
- e. Hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the District's code of conduct to the facts;
5. A statement of, and rationale for, the result as to each allegation, including:
 - a. A determination regarding responsibility;
 - b. Any disciplinary sanctions imposed on the respondent; and
 - c. Whether remedies designed to restore or preserve equal access to the District's education program or activity will be provided by the District to the complainant; and
6. The procedures and permissible bases for the complainant and respondent to appeal.

The written determination shall be provided to the parties simultaneously. The determination regarding responsibility shall become final on the earlier of:

- If an appeal is not filed, the day after the period for an appeal to be filed expires; or
- If an appeal is filed, the date the written determination of the result of the appeal is provided to the parties.

The District shall investigate the allegations in a formal complaint. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in this policy even if proved; did not occur in the District's education program or activity; or did not occur against a person in the United States, then the District shall dismiss the complaint as not meeting the definition of sexual harassment under this policy. A dismissal for these reasons does not preclude action under another provision of the District's code of conduct.

The District may dismiss the formal complaint or any allegations therein, if at any time during the grievance process:

- The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- The respondent is no longer enrolled at the District; or
- Specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon the dismissal of a formal complaint for any reason, the District shall promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties.

The District may hire an individual or individuals to conduct the investigation or to act as the determination-maker when necessary.

Appeals

Either party may appeal a determination regarding responsibility or from a dismissal of a formal complaint or any allegations therein, on the following bases:

- a. The existence of a procedural irregularity that affected the outcome of the matter;

- b. Discovery of new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or
- d. An appeal of the disciplinary sanctions from the initial determination.⁴

For all appeals, the District shall:







- 1. Notify the other party in writing when an appeal is filed;
- 2. Simultaneously Provide all parties a written copy of the District's procedures governing the appeal process;
- 3. Implement appeal procedures equally for both parties;
- 4. Ensure that the decision-maker⁵ for the appeal is not the same person as the decision-maker that reached the original determination regarding responsibility or dismissal, the investigator, or the Title IX Coordinator;
- 5. Provide all parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
- 6. Issue a written decision describing the result of the appeal and the rationale for the result; and
- 7. Provide the written decision simultaneously to both parties.

Confidentiality

Reports of sexual harassment, both informal reports and formal complaints, will be treated in a confidential manner to the extent possible. Limited disclosure may be provided to:

- Individuals who are responsible for handling the District's investigation and determination of responsibility to the extent necessary to complete the District's grievance process;
- Submit a report to the child maltreatment hotline;
- Submit a report to the Professional Licensure Standards Board for reports alleging sexual harassment by an employee towards a student; or
- The extent necessary to provide either party due process during the grievance process.⁵

Except as listed above, the District shall keep confidential the identity of:

-  Any individual who has made a report or complaint of sex discrimination;
-  Any individual who has made a report or filed a formal complaint of sexual harassment;
-  Any complainant;
-  Any individual who has been reported to be the perpetrator of sex discrimination;
-  Any respondent; and
-  Any witness.

Any supportive measures provided to the complainant or respondent shall be kept confidential to the extent that maintaining such confidentiality does not impair the ability of the District to provide the supportive measures.

Emergency removal⁶

The District may remove a respondent from the District's education program or activity on an emergency basis only after the completion of an individualized safety and risk analysis that determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. A removed student will be provided with notice and an opportunity to challenge the removal decision immediately following the removal.

Retaliation Prohibited

Students, or the parents/legal guardians/ other responsible adult of a student, who submit a report or file a formal complaint of sexual harassment,; testified; assisted; or participate or refused to participate in any manner in an investigation, proceeding, or hearing on sexual harassment shall not be subjected to retaliation or reprisal in any form, including threats; intimidation; coercion; discrimination; or charges for code of conduct violations that do not involve sex discrimination or sexual harassment, arise out of the same facts or circumstances as a report or formal complaint of sex discrimination, and are made for the purpose of interfering with any right or privilege under this policy. The District shall take steps to prevent retaliation and shall take immediate action if any form of retaliation occurs regardless of whether the retaliatory acts are by District officials, students, or third parties.

Disciplinary Sanctions

It shall be a violation of this policy for any student to be subjected to, or to subject another person to, sexual harassment. Following the completion of the District's grievance process, any student who is found by the evidence to more likely than not⁷ have engaged in sexual harassment will be subject to disciplinary action up to, and including, expulsion. No disciplinary sanction or other action that is not a supportive measure may be taken against a respondent until the conclusion of the grievance process.

Students who knowingly fabricate allegations of sexual harassment or purposely provide inaccurate facts shall be subject to disciplinary action up to and including expulsion. A determination that the allegations do not rise to the level of sexual harassment alone is not sufficient to conclude that any party made a false allegation or materially false statement in bad faith.

Records

The District shall maintain the following records for a minimum of seven (7) years:

- Each sexual harassment investigation including:
- Any determination regarding responsibility;
- any disciplinary sanctions imposed on the respondent;
- Any remedies provided to the complainant designed to restore or preserve equal access to the District's education program or activity;
- Any appeal and the result there from;
- All materials used to train Title IX Coordinators, investigators, and decision-makers;
- Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, which must include:

- The basis for the District's conclusion that its response was not deliberately indifferent;
and
- Document:
 - If supportive measures were provided to the complainant, the supportive measures taken designed to restore or preserve equal access to the District's education program or activity; or
 - If no supportive measures were provided to a complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.