

Harassment Free & Discrimination Free Learning at InTech Collegiate Academy

Commitment Statement

InTech Collegiate Academy is committed to providing an environment free from illegal harassment and other forms of discrimination based upon sex, race, color, ethnic background, national origin, religion, creed, age, citizenship, disability, and/or veteran status.

It is the belief of InTech Collegiate Academy that an environment free from discrimination and harassment is a necessary part of a healthy learning and working atmosphere.

Plan for Harassment-Free and Discrimination-Free Learning

InTech Collegiate Academy is committed to eliminating illegal discrimination through

1. policy support, and
2. training support
3. public communication

Policy/Administrative Support

Administrators will propose and enforce board policy and necessary amendments. Current policies related policies include (but may not be limited to):

- ICA Charter Agreement: School Mission
- Employee Code of Conduct Policy
- Equal Employment Opportunity Policy
- Bullying Policy
- Incidents Notification Policy
- Sexual Harassment Policy
- Enrollment Policy
- Non-Discrimination Policy
- Right of Conscience Policy
- School Lunch Program Non-Discrimination Policy
- Special Education Policy and Procedures Policy
- Student handbook (with excerpts/summaries of policies)

Training Support

Faculty will annually be provided training related to policies and procedures aimed at preventing and responding to harassment/discrimination in the following settings:

- 1) Faculty orientation, including a review of law, policy, ethics
- 2) Annual review of the student handbook
- 3) Additional review of harassment/discrimination prevention policy, as needed
- 4) Individual mentorship will be provided, as needed

Students will annually be provided training related to policies and procedures aimed at preventing and responding to harassment/discrimination in the following settings:

- 1) Annual review of the student handbook
- 2) Annual bullying prevention training
- 3) Trimester review of behavioral expectations

Public Communication

- InTech will post its policies (including related to harassment/discrimination) on its website.
- InTech will seek legally required signatures verifying receipt of related training, plans, or documents.
- Parents, students and staff will be notified of InTech's Commitment Statement annually, near the beginning of the school year.