

**PROMOTING CIVIL RIGHTS AND PROHIBITING HARASSMENT,
BULLYING, DISCRIMINATION, AND HATE CRIMES POLICY**

The Granby Public Schools are committed to providing our students equal educational opportunities and a safe learning environment free from harassment, bullying, discrimination, and hate crimes, where all school community members treat each other with respect and appreciate the rich diversity in our schools. This policy is an integral part of the comprehensive efforts to promote learning, eliminate all forms of violent, harmful, and disruptive behavior and enable students to achieve their personal and academic potential and become successful citizens in our increasingly diverse society¹.

The Granby Public Schools will not tolerate any unlawful or disruptive behavior, including any form of harassment, bullying, discrimination, or hate crimes in our schools or school-related activities. The Granby Public Schools will promptly² investigate all reports and complaints of harassment, bullying, discrimination, and hate crimes, and take prompt, effective action to end that behavior and prevent its reoccurrence. Action will include, where appropriate, referral to a law enforcement agency. The Granby Public Schools will support this policy in all aspects of its activities, including its curricula, instructional programs, staff development, extracurricular activities, and parental involvement.

The Granby Public Schools prohibits all forms of harassment, discrimination, and hate crimes based on race, color, religion, national origin, ethnicity, gender, sexual orientation, age, disability or homelessness. The civil rights of all school community members are guaranteed by law, and the protection of those rights is of utmost importance and priority to the School Committee. The Granby Public Schools also prohibits bullying of school community members or other harmful conduct for reasons unrelated to race, color, religion, national origin, ethnicity, gender, sexual orientation, age, disability or homelessness. The Granby Public Schools will also not tolerate retaliation against persons who take action consistent with this policy.³

This Policy applies to all sites and activities the Granby Public Schools supervise, control, or where it has jurisdiction under the law. It applies to all students, School Committee members, school employees, independent contractors,

School volunteers, parents and legal guardians of students, and visitors to the schools where the conduct occurs on school premises or in school-related activities, including in school-related transportation. Nothing in this policy, however, is designed or intended to limit the Granby Public Schools' authority to discipline or take remedial action under General Laws Chapter 71, §§ 37H and

37H1/2, or in response to violent, harmful, or disruptive behavior, regardless of whether this policy covers the conduct.

¹Nothing in this policy should in any way create or should be construed to create an express or implied contract. Except for any provision mandated by state or federal law, or applicable collective bargaining agreements, the Granby Public Schools reserves the exclusive right at all times to unilaterally modify, revoke, or change any and all provisions of this policy.

²Whenever this policy refers to any time frame, it shall mean “as soon as practicable under the circumstances.”

³**Any other conduct harmful to school climate and subject to discipline is governed by the Student Code of Conduct and other School Committee policies.** This policy only covers conduct directed at a victim because of his/her race, color, religion, national origin, ethnicity, gender, sexual orientation, age, disability, or homelessness, or to bullying behavior where the School has intervened with the alleged student offender under the Student Code of Conduct for bullying on two prior occasions.