

VAN NUYS MIDDLE SCHOOL FACULTY HANDBOOK

POLICY STATEMENT REGARDING PREJUDICE AND DISCRIMINATION

The Los Angeles Unified School District reaffirms its belief in the worth and dignity of all people. It emphasizes the nature of democratic principles and regards as essential the guarantee of equal educational and employment opportunity for all. In keeping with these ideals, the following policy is to be enforced by all employees:

All employees will so conduct themselves in the course of their employment by word, gesture, act, and demeanor so as to assure that all others will be accorded just and equitable consideration, regard, and treatment. Prejudice or unlawful discrimination in any form is deemed to be unethical, as well as illegal, and will not be tolerated. Any violation of this policy will result in disciplinary action.

COMMITMENT TO SERVE STUDENTS WITH DISABILITIES AND TO ELIMINATE HOSTILE ENVIRONMENTS

Under the *Chanda Smith v. Los Angeles Unified School District* Consent Decree, the terms of Implementation Plan No. 2, "Articulation of the Board's and the Superintendent's Commitment to Serve Students with Disabilities and to Eliminate Hostile Environments," approved by the Board of Education on June 10, 1997, address the articulation of the Superintendent's and the Board of Education's commitment to educate all its students, including those with disabilities, and to serve their needs at every educational level.

The Board of Education is committed to implementing policies and practices throughout the District that will carry out its goals and purposes. Hostile environments include, but are not limited to, the creation and designation of labels and verbal, visual, or physical conduct which evidence a lack of acceptance or an inability or unwillingness to serve or accommodate students due to their disability. The Board of Education further acknowledges and recognizes that it has a legal responsibility to comply with the law and educational responsibility to provide a learning environment free from discriminatory hostility.

All employees will conduct themselves in the course of their employment by word, gesture, act, and demeanor so as to ensure that all students will be accorded just and equitable regard and treatment. Hostility in any form toward students on the basis of their disabilities is unacceptable, unethical, and shall not be tolerated. Any violation of their policy will be investigated and subject to disciplinary action.