



**NONDISCRIMINATION AND SEXUAL HARASSMENT**

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**You can report discrimination and discriminatory harassment** to any school staff member or to the Lummi Nation School Civil Rights Coordinator, listed above. You also have the right to file a complaint (see below). For a copy of your Lummi Nation School nondiscrimination policy and procedure, contact your school or view it online here:

**SEXUAL HARASSMENT**

Students and staff are protected against sexual harassment by anyone in any school program or activity, including on the school campus, on the school bus, or off-campus during a school-sponsored activity.

**Sexual harassment is unwelcome behavior or communication that is sexual in nature when:**

- A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, or
- The conduct substantially interferes with a student's educational performance or creates an intimidating or hostile educational or employment environment.

**Examples of Sexual Harassment:**

- Pressuring a person for sexual favors
- Unwelcome touching of a sexual nature
- Writing graffiti of a sexual nature
- Distributing sexually explicit texts, e-mails, or pictures
- Making sexual jokes, rumors, or suggestive remarks
- Physical violence, including rape and sexual assault.

**You can report sexual harassment** to any school staff member or to the Lummi Nation School Title IX Officer, who is listed above. You also have the right to file a complaint (see below). For a copy of your school's sexual harassment policy and procedure, contact Lummi Nation School, or view it online here:



**COMPLAINT OPTIONS: DISCRIMINATION AND SEXUAL HARASSMENT**

If you believe that you or your child have experienced unlawful discrimination, discriminatory harassment, or sexual harassment at school, you have the right to file a complaint.

Before filing a complaint, you can discuss your concerns with your child's principal or with the school's Section 504 Coordinator, Title IX Officer, or Civil Rights Coordinator, who are listed above. This is often the fastest way to resolve your concerns.

**Complaint to Lummi Nation School**

***Step 1. Write Your Complaint***

In most cases, complaints must be filed within one year of the date of the incident or conduct that is the subject of the complaint. A complaint must be made in writing. Be sure to describe the conduct or incident, explain why you believe discrimination, discriminatory harassment, or sexual harassment has taken place, and describe what actions you believe the Lummi Nation School should take to resolve the problem. Send your written complaint—by mail, fax, email, or hand delivery—to Lummi Nation School education director or civil rights compliance coordinator.

***Step 2: Lummi Nation School: Investigates Your Complaint***

Once Lummi Nation School receives your written complaint, the coordinator will give you a copy of the complaint procedure and make sure a prompt and thorough investigation takes place. The Education Director or designee will respond to you in writing within 30 calendar days—unless you agree on a different time period. If your complaint involves exceptional circumstances that demand a lengthier investigation, Lummi Nation School will notify you in writing to explain why staff need a time extension and the new date for their written response.

***Step 3: Lummi Nation School Responds to Your Complaint***

In its written response, Lummi Nation School: will include a summary of the results of the investigation, a determination of whether the Lummi Nation School failed to comply with civil rights laws, notification that you can appeal this determination, and any measures necessary to bring Lummi Nation School into compliance with civil rights laws. Corrective measures will be put into effect within 30 calendar days after this written response—unless you agree to a different time.

**Appeal to the Lummi Education Board**

If you disagree with the school decision, you may appeal to the Lummi Education Board. You must file a notice of appeal in writing to the secretary of the school board within 10 calendar days after you receive Lummi Nation Schools response to your complaint. The school board will schedule a hearing within 20 calendar days after they receive your appeal unless you agree on a different timeline. The Lummi school board will send you a written decision within 30 calendar days after the school receives your notice of appeal.