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**LA PORTE COMMUNITY SCHOOL CORPORATION
ANTI-HARASSMENT STATEMENT**

It is the policy of the School Board to maintain an education and work environment which is free from all forms of unlawful harassment, including sexual harassment. This commitment applies to all School Corporation operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. The Corporation will not retaliate against any person who makes a report or files a complaint alleging harassment or a violation of this policy. This policy applies to unlawful conduct occurring on school property, or at another location, if such conduct occurs during an activity sponsored by the Board.

The Board will vigorously enforce its prohibition against harassment based on sex, race, color, national origin, religion, disability, or any other unlawful basis, and encourages those within the School Corporation community, as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment, and in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.

All reports of harassment should be reported to:

Steve Manering, Complaint Coordinator.
La Porte Community School Corporation
1921 A Street
La Porte, IN 46350

Telephone: (219) 362-7056
Email: smanering@lpcsc.k12.in.us

“School Corporation community” means students, administrators, teachers, staff, and all other school personnel, including Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

“Third parties” include, but are not limited to, guests and/or visitors on School Corporation property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come into contact with members of the School Corporation community at school-related events/activities (whether on or off School Corporation property).

The Board will also take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging harassment, or who has participated as a witness in a harassment investigation.

- B. Filing a malicious or knowingly false report or complaint of harassment.
- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of harassment, when responsibility for reporting and/or investigating harassment charges comprises part of one's supervisory duties.

Members of the School Corporation community and third parties are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor, or other School Corporation official, so that the Board may address the conduct before it becomes severe, pervasive, or persistent.

When a Complainant believes criminal activity may have occurred, the Complainant has the option to pursue a criminal complaint with an appropriate law enforcement agency, to pursue a harassment complaint under the Corporation's complaint procedures, or to pursue both processes simultaneously.

Members of the School Corporation community, or third parties who believe they have been unlawfully harassed by another member of the School Corporation community or a third party, are entitled to utilize the Board's informal and/or formal investigation and complaint processes. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's participation in educational or extra-curricular programs. Individuals should make every effort to file an informal or a formal complaint as soon as possible after the conduct occurs, while the facts are known and potential witnesses are available.

The School Corporation will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses, as much as possible, consistent with the Board's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations. All records generated under the terms of this policy and its related administrative guidelines shall be maintained as confidential to the extent permitted by law.

The Board encourages everyone to read through the Board's policy on anti-harassment, which can be found online on the Corporation's website, or by requesting a copy from the central office. The current Complaint Coordinator is Assistant Superintendent Steve Manering, and his contact information is provided above.