

Anti-Discrimination Policy

PCHS is committed to providing a work and educational atmosphere that is free of all forms of discrimination, harassment, intimidation, or bullying.

PCHS believes all students have the right to a safe and civil learning environment. Discrimination, harassment, intimidation, and bullying are all disruptive behaviors which interfere with students' ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment. As such, PCHS prohibits any acts of discrimination, harassment, intimidation, and bullying related to school activity or school attendance. This policy is inclusive of instances that occur on any area of the school campus, at school-sponsored events and activities, regardless of location, through school-owned technology, and through other electronic means, consistent with this policy.

PCHS prohibits sexual harassment and harassment based upon pregnancy, childbirth or related medical conditions, race, religion, creed, color, gender, gender identity, gender expression, national origin, ancestry, disability, medical condition, marital status, age, sexual orientation, ethnic group identification, genetic information, nationality, sex, or any other basis protected by federal, state, local law, ordinance or regulation.

PCHS does not condone or tolerate discrimination, harassment, intimidation or bullying of any type by any employee, independent contractor or other person with which PCHS does business, or any other individual, student, or volunteer. This applies to all employees, students, or volunteers and relationships, regardless of position or gender.

PCHS will promptly and thoroughly investigate any complaint of harassment and take appropriate corrective action, if warranted.

The lack of English language skills will not be a barrier to admission or participation in PCHS programs or activities.

Gender Based Discrimination

PCHS will not discriminate against any student based on sex, sexual orientation, perceived sexual orientation, gender, gender identity, or gender expression.

All classes and courses will be conducted without regard to the sex of the pupil enrolled, and no pupil will be prohibited from enrolling in a class on the basis of the pupil's sex, except as permitted by law.

When providing vocational or school program guidance, PCHS counselors, teachers, instructors, administrators, or aides will not differentiate guidance or career, vocational, and higher education opportunities based on the sex of the pupil. PCHS personnel involved in career counseling or course selection will affirmatively explore careers or courses leading to careers

that are nontraditional for the pupil's sex. PCHS will notify parents and/or guardians in advance of career counseling and course selection to allow participation in the counseling sessions.

Students may participate in sex-segregated programs, activities, and athletic teams consistent with the student's gender identity irrespective of the gender listed on pupil's records.

PCHS will maintain separate restroom facilities for male and female students. Students may use facilities consistent with their gender identity irrespective of the gender listed on pupil's records. If there is a desire for increased privacy and/or safety, regardless of the underlying purpose or cause, any student will be provided access to a reasonable alternative restroom, such as a single stall "gender neutral" restroom.

Definitions

As used in this policy, "discrimination, harassment, intimidation, and bullying" describe the intentional conduct, including verbal, physical, written communication, or cyberbullying, that is based on the actual or perceived characteristics of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, age, ancestry, color, ethnic group identification, genetic information, national origin, sex, pregnancy, childbirth or related medical conditions, medical condition, creed, or marital status, or association with a person or group with one or more of these actual or perceived characteristics.

In addition, "bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a student or group of students which would be deemed hate violence or harassment, threats, or intimidation, which are directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing a reasonable student (defined as a student, including, but is not limited to, a student with exceptional needs, who exercises average care, skill, and judgment in conduct for a person of his or her age, or for a person of his or her age with exceptional needs) or students in fear of harm to that student's or those students' person or property.
2. Causing a reasonable student to experience a substantially detrimental effect on his or her physical or mental health.
3. Causing a reasonable student to experience substantial interference with his or her academic performance.
4. Causing a reasonable student to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by the Charter School.

"Electronic Act" means the transmission by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:

1. A message, text, sound, or image.

2. A post on a social network Internet Web site including, but not limited to:
 - a. Posting to or creating a burn page. A “burn page” means an Internet Web site created for the purpose of having one or more of the effects as listed in subparagraph (1) above.
 - b. Creating a credible impersonation of another actual pupil for the purpose of having one or more of the effects listed in subparagraph (1) above. “Credible impersonation” means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.
 - c. Creating a false profile for the purpose of having one or more of the effects listed in subparagraph (1) above. “False profile” means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.
3. Notwithstanding subparagraphs (1) and (2) above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

Reporting

All staff are expected to provide appropriate supervision to enforce standards of conduct and, if they observe or become aware of discrimination, intimidation, harassment, or bullying, to intervene as soon as it is safe to do so, call for assistance, and report such incidents. The Board requires staff to follow the procedures in this policy for reporting alleged acts of bullying.

All other members of the school community, including students, parents/guardians, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy to the Executive Director/Principal. While submission of a written report is not required, the reporting party is encouraged to use the report form available in the Main Office. However, oral reports shall also be considered. Reports may be made anonymously, but formal disciplinary action cannot be based solely on anonymous information.

Students are expected to report all incidents of discrimination, intimidation, harassment, bullying, teasing, or other verbal or physical abuse. Any student who feels she/he is a target of such behavior should immediately contact a teacher, counselor, principal, or staff person so that she/he can get assistance in resolving the issue consistent with this policy.

PCHS prohibits any form of retaliation against any reporter in the reporting process, including but not limited to a reporter’s filing of a complaint or the reporting of violations of this policy. Such participation shall not in any way affect the status, grades or work assignments of the reporter.

Complaint Process

To allege a complaint for discrimination, harassment, intimidation, or bullying, individuals shall utilize the applicable PCHS policy as presented below. PCHS will follow the investigation procedure contained in each policy. Copies of the policies are available in the Main Office.

This Anti-Discrimination policy does not include its own complaint form or procedures. All individuals must use one or more of the following policies as applicable to the complaint.

1. Uniform Complaint Policy

Individuals alleging unlawful discrimination, harassment, intimidation or bullying against any protected group, including actual or perceived discrimination, on the basis of the actual or perceived characteristics of age, ancestry, color, disability, ethnic group identification, gender expression, gender identity, gender, genetic information, nationality, national origin, race or ethnicity, religion, sex, or sexual orientation, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in any Charter School program or activity may file a complaint using PCHS' Uniform Complaint Policy ("UCP").

The UCP applies only to those groups listed in the paragraph immediately above.

2. General Complaint Policy

Individuals alleging discrimination, harassment, intimidation, or bullying against any group not covered by the UCP, as indicated above, or based on any other provision in this policy may file a complaint using PCHS' General Complaint Policy. Employees raising complaints against other employees shall also use the General Complaint Policy.

3. Policy Against Unlawful Harassment

Individuals alleging sexual harassment and harassment based upon pregnancy, childbirth or related medical conditions, race, religion, creed, color, gender, gender identity, gender expression, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, local law, ordinance or regulation, may file a complaint using PCHS' Policy Against Unlawful Harassment.

Consequences for Students Violating this Policy

Students who engage in discrimination, harassment, intimidation or bullying may be subject to disciplinary action, up to and including suspension and/or expulsion, as outlined in the Student Discipline Policy of PCHS.