



## PLAN FOR HARASSMENT AND DISCRIMINATION FREE LEARNING

INTRODUCTION House Bill 428 from the 2022 Utah Legislative Session requires each school district and charter school in Utah to adopt a plan for harassment and discrimination free learning.

“Harassment and discrimination free learning” is defined as “a learning environment in which a student is treated fairly regardless of the student’s characteristics including race, color, religion, or sex, and in which a student’s ability to participate in or benefit from the services, activities, or opportunities offered is not limited or interfered with by conduct that is physically threatening, harmful, or humiliating.” See Utah Administrative Code R277-609.

From its inception, Mana Academy Charter School (the “School”) has done its best to maintain a school climate that is safe, welcoming, and free of harassment and discrimination. To that end, the School prohibits all forms of harassment and does not discriminate on the basis of sex, race, color, national origin, creed, religion, age, marital status, or disability. This is set forth in policies already adopted by the School, including the School’s Civil Rights Policy, Bullying and Hazing Policy, and Student Code of Conduct and Discipline Policy.

### Plan

The School remains committed to providing a harassment and discrimination free learning environment. The School will do so by continuing to:

- Enforce its anti-discrimination and anti-harassment policies that are already in place;
- Train its employees, students, and volunteers, as applicable, on such policies; and educate parents and students on the policies and this plan, including by providing the policies during annual registration and hosting parental outreach events.

### Enforcement of Anti-Harassment and Anti-Discrimination Policies

As mentioned above, the School has in place various policies that prohibit harassment and discrimination. The School updates these policies when needed and applies them as circumstances require. The School will continue to implement and enforce these policies to help ensure the School maintains a learning environment that is harassment and discrimination free. Brief summaries of the policies are provided below:

The School’s Civil Rights Policy provides, in part:

*Mana Academy is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. School officials have the authority to discipline students for off-campus threats and/or speech that causes or threatens a substantial disruption(s) on campus, including school-related activities, violent altercations, or a significant interference with a student’s educational performance and involvement in school activities.*

*“Civil Rights violations” means bullying (including cyber bullying), harassing, or hazing that is targeted at a federally protected class. “Federally protected class” means: any group protected from discrimination under federal law Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex. Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 prohibits discrimination on the basis of disability.*

This policy also describes how a person (student, employee, etc.) who feels they have been the victim of discrimination or harassment can file a complaint with the School and gives details on the process by which the School handles such complaints.

The School’s Bullying and Hazing Policy states:

*Bullying, cyberbullying, harassment, and hazing of students and employees are against federal, state, and local policy, and are not tolerated by Mana Academy. Mana Academy is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect.*

*Mana Academy will promptly and reasonably investigate allegations of bullying, cyberbullying, harassment, and/or hazing. At least two school employees (preferably one male and one female) in appropriate positions of authority shall be identified to receive reports through Administrative rule of this policy and will be responsible for handling all complaints by students and employees alleging bullying, cyberbullying, harassment, or hazing.*

This policy instructs victims on how to make a report of prohibited conduct (bullying, hazing, etc.), explains that a School administrator or designee will timely notify the parent or guardian of a student who is involved in any incidence of prohibited conduct or who has threatened to commit suicide (and will provide the parent or guardian with various suicide prevention and other safety resources), and the steps the School will take to investigate and resolve allegations of prohibited conduct.

## Training

The School regularly provides training to its students, employees, and/or volunteers on the policies described above. The trainings outlined in the policy includes the following:

- *The training of school employees shall include training regarding bullying, cyber bullying, harassment, hazing, and retaliation.*
- *The training should include training on civil rights violations and compliance when civil rights violations are reported.*
- *In addition to training for all students and school employees, students, employees, and volunteer coaches involved in any extracurricular activity shall (1) participate in bullying, cyberbullying, harassment and hazing prevention training prior to participation; (2) repeat bullying, cyberbullying, harassment and hazing prevention training at least every three*

- years; and (3) be informed annually of the prohibited activities list provided previously in this policy and the potential consequences for violation of this Policy.*
- *Training may take place through an online program provided that there is documentation to prove participation.*

## Educating Parents and Students on the Policies and this Plan

The School will provide parents and students with the School's Civil Rights Policy, Bullying and Hazing Policy, and Student Conduct and Discipline Policy. These policies are also posted on the School's website, and will help educate and inform students and parents about these issues. The School's Notice of Nondiscrimination is also provided to parents and students on the school website.

The School will also host parental outreach events or assemblies to promote positive engagement between School staff, students, and parents about how the School can provide a discrimination and harassment free environment. Parental outreach events may occur in conjunction with other School events or activities, such as parent-teacher conferences, back-to-school nights, or student programs or performances.

[Link to Mana Academy Student Handbook](#)