

## **FIRELANDS LOCAL SCHOOL DISTRICT**

### **ANNUAL NOTICES**

**BOARD OF EDUCATION POLICIES** -The Firelands Local School District Board of Education has adopted policies and regulations governing all aspects of the operation of the Firelands Local School District. A copy of the District Board of Education Policy Manual is located at the Firelands Local Schools District Board of Education Office at 112 N. Lake Street, South Amherst, OH 44001 and on the District's website at <http://www.firelandsschools.org>. Parents, students, and members of the public may examine the policies during normal school hours during the scheduled school year and during the summer recess at the School District Board of Education Office. Copies of the policies are available and will be subject to the cost of reproduction.

**CHILD FIND – SPECIAL EDUCATION** -The Firelands Local School District Board of Education is committed to the education of all of its children, including those with disability conditions that require special programs or services. You can help us fulfill our desire and obligation by letting us know of children who, because of one or more disabilities, may require extra help. The term “disability” includes such conditions as hearing, speech, or language, physical, orthopedic, or visual impairments, learning and behavioral disabilities, cognitive disability, and health impairments, such as epilepsy or cardiac illness, and other severe or multiple disabilities. In order to serve disabled children, we must identify them and evaluate their needs by means of a multi-factored assessment. Then we must meet with parents, our staff, and other professionals to determine the most appropriate public education in the least restrictive environment. You can help us. If you know a child who is disabled or may be suspected of being disabled, please call or write to the attention of Mrs. Sue Petz, Special Education Supervisor, Firelands Local Schools, 10643 Vermilion Rd., Oberlin, Ohio 44074, or call 440-965-4255.

**GIFTED EDUCATION** -The Firelands Local School Board of Education believes all students are entitled to an education that appropriately meets their particular needs. Gifted students, as identified by professionally qualified personnel and as defined by the State Board of Education's Identification and Services for Children Who Are Gifted, are capable of remarkable performance by virtue of superior cognitive ability, specific academic ability, creative thinking ability and/or visual/performing arts ability when compared to others of their age, experience, or environment.

The Firelands Local School Board of Education believes unique programs and/or services beyond those offered in the typical school continuum are to be provided in order to realize the potential contributions to self and society of these students. Therefore, The Board of Education encourages efforts to provide, as an integral part of the established K-12 school program, special programs and activities for the identified gifted students. Identification procedures will comply with established District procedures.

**EQUAL EDUCATION OPPORTUNITIES** – The Firelands Local School District Board of Education supports equal educational opportunities for students free from limitations based upon ethnic or racial backgrounds, religious beliefs, economic and social conditions, disability, or sex.

The Firelands Local School Board of Education declares it the policy of this District to provide an equal opportunity for all students, regardless of race, color, creed, disability, religion, sex, ancestry, national origin, place of residence within the boundaries of the District, or social or economic background, to learn through the curriculum offered in this District. Therefore, all students are eligible to enroll in all courses listed for which they have met the specified academic or prior course prerequisite.

The Firelands Local School District Board of Education is also an equal opportunity employer and does not discriminate on the basis of sex, race, color, religion, age, disability, or national origin. These practices are in compliance with the rules and regulations set forth in Title VI and Title VII of the Civil Rights Act of 1964, Equal Pay Act of 1963, Title IX of the 1972 Education Amendments, Age Discrimination Act of 1967, Section 504 of the Rehabilitation Act of 1973, and the Ohio Civil Rights, Equal Pay, and Age Discrimination Acts. If a student is suspected of being disabled under Section 504, the school administration should be notified. Due process safeguards apply. The Superintendent shall appoint and publicize the name of the compliance officer whose responsibility it will

be to ensure that Federal and State regulations are complied with and that any inquiries or complaints regarding discrimination or equal access are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their parents, staff members, and the general public. Persons having concerns with the implementation of Board of Education policies regarding equal opportunities should present their concerns to Mr. Brad McCracken, Treasurer, and 112 N. Lake Street, South Amherst, OH 4400.

**STUDENT HEALTH SERVICES** – The Firelands Local School District Board of Education supports the appropriate school health services programs in order to protect and promote the physical and emotional health of children enrolled in the schools so that they may receive maximum benefit from the advantages the educational program has to offer.

The Firelands Local School District Board of Education believes that all schoolchildren should complete a minimum immunization schedule. Therefore, in complying with Ohio laws and the Ohio Department of Health, the following immunizations are to be completed or in the process of being completed before a student is to be admitted to Firelands Schools: four (4) or more doses of DPT or TD (adult) vaccine or a combination of these vaccines; three (3) or more doses or trivalent oral polio vaccine (TOPV); one (1) measles immunization – received after the child's first birthday; one (1) rubella immunization – received after the child's first birthday; one (1) mumps immunization – received on or after the child's first birthday.

In addition, prior to 7th grade a second dose of measles, mumps, and rubella vaccines is required by the Ohio Department of Health. In addition, a tuberculin test is recommended. The immunization may be waived if it is deemed medically inadvisable or if objections are raised on religious or philosophical grounds. A written physician's statement may serve as a valid waiver in cases of medical inadvisability, while a written statement signed by a parent or guardian is required as a waiver for valid objections raised on religious or philosophical grounds. The Firelands Local School District Board of Education will cooperate with the Lorain County Board of Health in implementing procedures for the control of communicable disease. Medical authorization procedures will be implemented to assist school personnel in providing emergency help to students in a manner previously agreed to by parents.

**ANTI-HARASSMENT** – General Policy Statement -It is the policy of the Firelands Local School District Board of Education 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 District 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. 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 School District Board of Education 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 District community, 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. For purposes of this policy, "School District community" means students, administrators, teachers, staff, and all other school personnel.

Other Violations of the Anti-Harassment Policy -The Firelands Local School District Board of Education will also take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts: 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; Filing a malicious or knowingly false report or complaint of harassment; 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.

**Definitions -Sexual Harassment** -Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972, "sexual harassment" is defined as: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when: Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity; Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender. Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to: Unwelcome sexual propositions, invitations, solicitations, and flirtations; Physical assault; Threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances; Unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls. Sexually suggestive objects, pictures, videotapes, audio recordings or literature, placed in the work or educational environment, which may embarrass or offend individuals; unwelcome and inappropriate touching, patting, or pinching; obscene gestures. A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another; remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history. Consensual sexual relationships where such relationship leads to favoritism of a student or subordinate employee with whom the teacher or superior is sexually involved and where such favoritism adversely affects other students and/or employees.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects an individual's employment or education, or such that it creates a hostile or abusive employment or educational environment.

**Race/Color Harassment** -Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

**Religious (Creed) Harassment** -Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involves religious slurs.

**National Origin Harassment** -Prohibited national origin harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's national origin, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Disability Harassment** -Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's work or educational performance of creating an intimidating, hostile, or offensive working and/or learning environment; or with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's disabling condition, such as negative comments about speech patterns, movement, physical impairments, or defects/appearances, or the like.

**Confidentiality** -The School District will make reasonable efforts to maintain the confidentiality of the parties involved in a harassment investigation. Confidentiality, however, cannot be guaranteed.

**Federal Funds Notice**-Federal Funds are provided to school districts on an annual basis for specific programs. Though these Federal Funds amount to less than 3% of the total general fund, they are used judiciously to supplement District teaching and learning programs in areas such as special education, reading, math, professional development, and early childhood education. If you wish to provide input or have questions, please contact the Director of Educational Services at (440) 965-5821 or [mvongunten@firelandsschools.org](mailto:mvongunten@firelandsschools.org)