

Policy 413 – Employees/Personnel – Harassment and Violence

- I. In compliance with M.S. 121A.03, subd. 2 – Sexual, Religious, and Racial Harassment and Violence and M.S. 363A – Department of Human Rights, the District prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, sexual orientation, or disability.
- II. It will be a violation of Policy 413 – Harassment and Violence for any student, employee, or agent of the District to harass a student, employee, or agent of the District on any of the bases listed in Section I of this Policy through conduct or communication defined by Procedures 413 – Harassment and Violence. It will also be a violation of Policy 413 – Harassment and Violence for any student, employee, or agent of the District to inflict, threaten to inflict, or attempt to inflict violence upon any student, employee, or agent of the District on any of the bases listed in Section I of this Policy.
- III. Violation of Policy 413 – Harassment and Violence will be cause for disciplinary action.

Policy Revised: 1/24/12
Policy Revised: 10/16/01
Policy 413 Adopted: 2/2/99
(formerly Policy 4153 & 4253)

Policy Revised: 2/1/94
Policy Revised: 4/3/90
Policy Adopted: 8/20/85

Legal References:

M.S. 121A.03, subd. 2
M.S. 363A
M.S. 609.341-609.345
M.S. 609.321-609.324
M.S. 617.246
M.S. 626.556

Cross-References:

Policy 414 – Mandated Reporting of Child Neglect or Physical or Sexual Abuse
Policy 506 – Student Discipline
Policy 548 – Harassment and Violence

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota