

Discipline Equity/Advisory Committee Meeting
February 15, 2018

Present:

Bruce Brown, Board of Ed.	Rick Carr, FIC
Jesse Guzman, Jefferson	Jennifer Hinds, Centennial
Cindy Lockett, Mellon	Kathy Shannon, Board of Ed.
Lindsey Trout, ACTIONS	Joel Wright, Jefferson
Bryan Yacko, Central	Orlando Thomas, Mellon, Chair
Jeanne Smith, Mellon, Recorder	

Hats

The Committee revisited the topic of revising the Code of Conduct to allow hats at the secondary level. (Elementary reps. had already voiced an opinion to continue to prohibit them at elementary because they are too much of a distraction to the educational process.) It was reported that Central has been allowing hats with no negative repercussions and Centennial is piloting allowing hats this semester. High school reps. on the committee are in favor of changing the dress code definition in the glossary as follows: “1. ~~Hats, head coverings, jackets, coats, and gloves~~ **Hoods** are not to be worn in school. Students must remove their ~~head coverings~~ **hoods** upon entering the building.” Orlando said he would discuss the potential change with middle school administrators to see if they agree with high school administrators. If they do not, the secondary glossary will be revised to differentiate between middle and high school.

Sexual Harassment Presentation Feedback

The committee reviewed in detail the handout that the Empower student group provided at the last meeting. Orlando explained the process for changing District policy saying he would bring the committee’s feedback/recommended policy changes to Jennifer Smith, legal counsel, for her analysis. Any revisions approved by her would then be provided to the Policy Review Committee for their approval. The resulting policy changes would then be brought to the Board for final approval and the resulting policy would appear in next year’s Student Code of Conduct.

Note: Since this meeting was a review of a discussion from the previous meeting, the only comments included in the February 15 minutes are ones that clarify or are materially different than those included in the February 1 minutes.

- Regarding the recommendation to delete verbiage from the student complaint process which states, “Students who feel they or other students have been subjected to sexual harassment are encouraged to advise the student to stop his/her offensive behavior” (p. 53 of Code, #1.a. under “Student Complaint Process) because a “survivor” shouldn’t have to confront a “perpetrator,” some committee members disagreed stating that the “perpetrator” may not realize the behavior is unwanted and without the “survivor” informing him/her, would not necessarily know to change his/her behavior in the future.
- Regarding allowing students who have to/elect to drop a class “because of sexual misconduct from a teacher,” Orlando stated this topic would need to be discussed with high school administrators and possibly Laura Taylor since it impacts high school curriculum procedures and the awarding of credit.
- Regarding the request to provide “complaining students” with a copy of the reporting form that administration will fill out” during an investigation of sexual harassment, Orlando reported that no such form exists. Administrators take notes and the questions asked are incident specific. Jen

Hinds asked that a list of commonly asked questions be provided. Orlando stated he would be hesitant to provide such a list because the questions could vary greatly from situation to situation.

- Regarding the request to “use cameras in the reporting process,” Orlando and Bryan Yacko reported that camera footage is routinely pulled during any investigation if the incident is in range and viewable from a District camera.
- Regarding the Empower Group’s question whether sexual harassment is a “tiered offense,” it was noted that the consequence section of Violation #15.c. Harassment/Hazing/Bullying—Sexual Harassment of Student (p. 30 of Code) provides recommended consequences for first offense, second offense, and repeated/severe offenses. It was also noted that in alignment with SB 100, all consequences are considered on a case-by-case basis taking into consideration recommended consequences and the “six factors.”
- Regarding adding language at the beginning of policy to clarify that the policy procedure applies to all types of relationships, not just heterosexual ones, it was also suggested that the term “Sexual Harassment” in the secondary (and presumably elementary) glossaries be revised so that the first sentence reads: “**Regardless of the type of relationship**, sexual advances, request for sexual favors....”
- Regarding the request to delete verbiage from the student complaint process which states, “However, students who are found to have willfully made false accusations of sexual harassment are subject to discipline,” it was suggested that the preceding sentence be revised as follows: The District will not retaliate against a student for making good faith allegations of sexual harassment **even if unfounded** [p. 54 of Code #11], and that the second sentence remain as is.

Kathy Shannon reported that immediately after the February 1 DEA meeting, she went home where she talked to some girls from her daughter’s peer group about sexual harassment/abuse at Central High School. She said their experiences did not seem to mirror those of the girls in the Centennial Empower group. It was noted that girls of color and girls with disabilities may encounter more harassment/abuse than girls from the majority race who are from upper-middle class backgrounds.

Next meeting: Thursday, March 8, 4:00 p.m., Mellon North Conference Room

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