



Northwest Allen County Schools

NACS Anti-Harassment Statement

Northwest Allen County Schools believes each child, regardless of race/ethnicity, religion, creed, economic advantage or disadvantage, native language, sexual orientation, gender identity, or mental, emotional, or physical challenges, can be successful, and as a result, the School's purpose is to provide a healthy and safe learning environment that helps each child achieve by engaging, supporting, and challenging each of them.

Unlawful discrimination and/or harassment is not tolerated by the School. It is the policy of the School Board to maintain and provide a safe and civil school environment in which all members of the School Corporation community are treated with dignity and respect. To that end, the School Board has in place, policies, procedures, and practices that are designed to reduce and eliminate unlawful discrimination and/or harassment as well as processes and procedures to deal with incidents of unlawful discrimination and/or harassment.

Members of the School Corporation community and third parties are encouraged to promptly report incidents of unlawful discriminatory and/or harassing conduct to an administrator, supervisor or other School Corporation official so that the School may address the conduct before it becomes severe, pervasive, or persistent. The School is committed to promptly investigating all reports of unlawful discrimination and/or harassment. Any members of the School Corporation community, including students, faculty, and staff, determined to have engaged in acts of unlawful discrimination and/or harassment will be disciplined.

Members of the School Corporation community or third parties who believe a student has been unlawfully discriminated against or harassed by another member of the School Corporation community or a third party may utilize the Board's informal and/or formal investigation and complaint process. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's participation in educational or extra-curricular programs. Individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known, and potential witnesses are available.

The Complaint Coordinator is responsible for ensuring that all reports of unlawful discrimination and/or harassment are investigated. The Complaint Coordinator may be contacted at:

Dr. Bill Toler, Assistant Superintendent
Northwest Allen County Schools
13119 Coldwater Schools, Fort Wayne, Indiana 46845
Email: bill.toler@nacs.k12.in.us