

# Russell Independent School District

## Anti-Discrimination & Harassment Statement

The Russell Independent School District does not tolerate acts of discrimination or harassment based on race or national origin.

Prohibited discrimination includes any discrimination, exclusion, restriction or preference based on race, national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise on an equal footing of educational opportunities, human rights and fundamental freedom.

Harassment includes offensive conduct such as racial or ethnic slurs, jokes, derogatory comments or other verbal or physical conduct based on an individual's race, national or ethnic origin.

Students who believe they have been the victim of discrimination or harassment based on race or national origin or who have observed other students being victimized shall, as soon as reasonably practicable, report it. Reports which may be either oral or in writing may be made to your building Principal, the Superintendent, or to Deborah Finley, Chief Academic Officer and Discrimination/Harassment Coordinator. Mrs. Finley's telephone number is 606-836-5824 and her physical address is 710 Red Devil Lane, Russell, Kentucky 41169. She can be reached by email at:

[debbie.finley@russellind.kyschools.us](mailto:debbie.finley@russellind.kyschools.us) Students who believe they have been the victim of such discrimination or harassment by the Superintendent shall report it to the Chairman of the Board of Education, Mr. Terry Vest, either orally or in writing. Mr. Vest's address and telephone number are as follows: 409 Belfont Street, Russell, Kentucky 41169, Phone (606)836-9679. He can be reached via email at [terry.vest@russellind.kyschools.us](mailto:terry.vest@russellind.kyschools.us)

The District will promptly and thoroughly investigate each allegation of discrimination or harassment brought to its attention. The investigation will be conducted by a District administrator or other individual with specific training and/or experience in this area. During the investigation you have the right to provide the District with information and documentation concerning the alleged improper conduct, the identity and location of witnesses and to exercise all other rights set forth in law or District policy.

The District will take reasonable precautions to preserve confidentiality and will make every effort to prevent public disclosure of the names of the parties involved, except to the extent necessary to carry out the investigation.

Students found to have been the perpetrators of discrimination or harassment shall be subject to discipline, depending on the circumstances, up to and including suspension or expulsion from school. District employees found to have been the perpetrators of harassment or discrimination shall be subject to discipline, depending upon the circumstances, up to and including suspension without pay or termination of employment.

Retaliation against an individual who has reported discrimination or harassment by faculty, staff or students or who has provided information during the course of an investigation, is strictly forbidden. If you believe that any one is or has been retaliating against you in any way, you should notify the District Discrimination/Harassment Coordinator, the Superintendent or building Principal immediately. The Superintendent will take immediate steps to protect students and employees against retaliation.

The Russell Independent School District requires high standards of personal conduct from its students as well as its staff and embraces the concept that each student and each employee shall respect the rights of others and abide by its policies and administrative procedures. Students, their parents and District employees are encouraged to work together to prevent acts of discrimination and harassment based upon race or national origin.

Dated: November 15, 2014



---

M. SEAN HORNE, SUPERINTENDENT  
RUSSELL INDEPENDENT SCHOOL DISTRICT