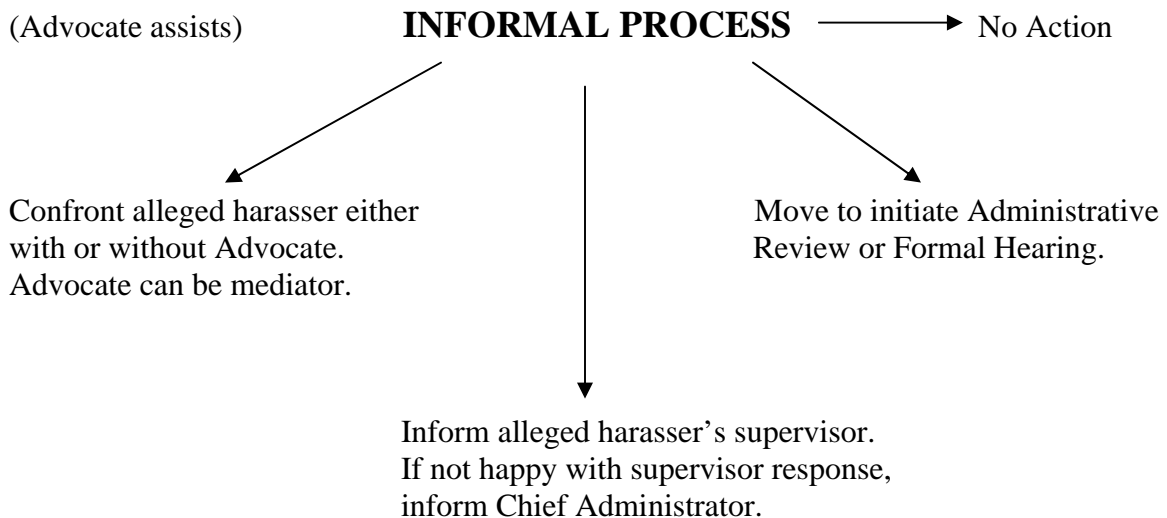
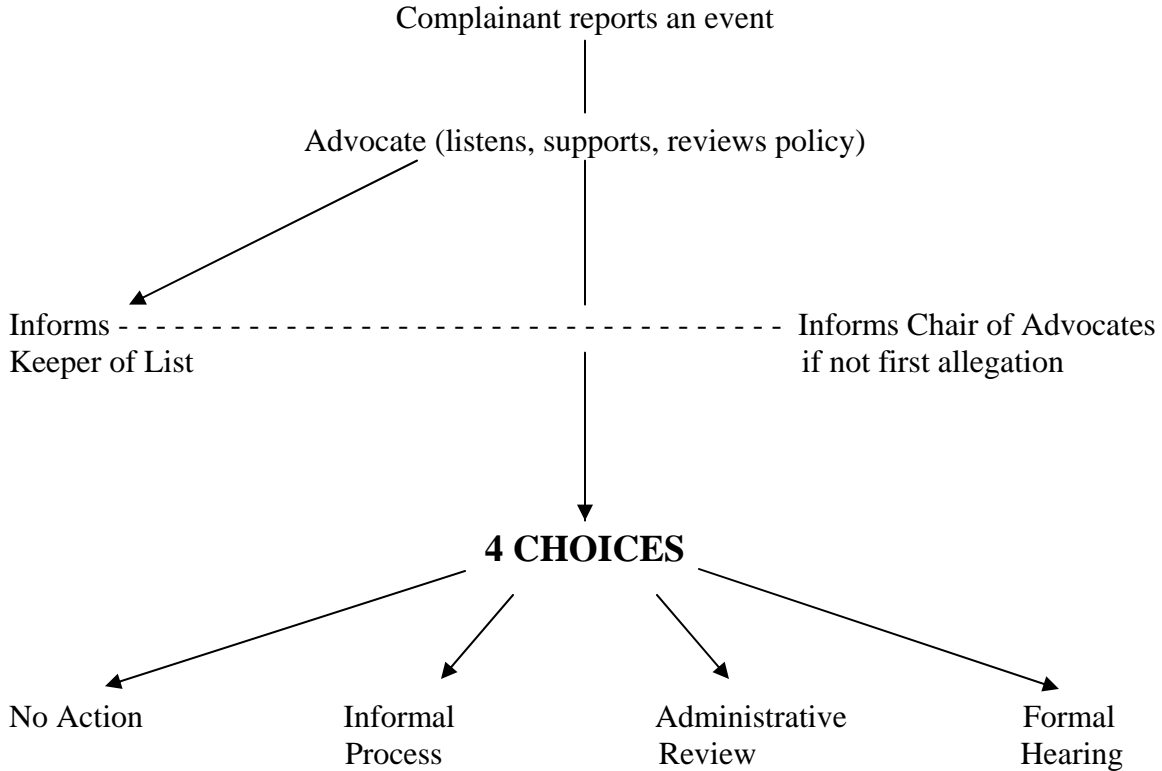


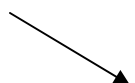
**POLICY STATEMENT ON RACIAL AND ETHNIC HARASSMENT
And
GRIEVANCE PROCEDURES**



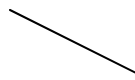
ADMINISTRATIVE REVIEW

Advocate

Obtains written statement and informs Chief Administrator.



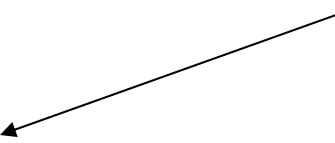
Chief Administrator (Informs Policy Educator)
Meets with Complainant
Informs and meets with alleged harasser
Convenes Admin. Review Committee



Administrative Review Committee
Meets with each parties
Makes guilty or not guilty decision
Informs parties of decision.

Both Parties

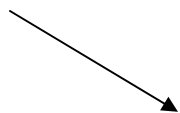
Appeal or accept decision



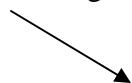
FORMAL HEARING

Advocate

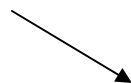
Obtains written Statement and informs Complaint Coordinator.



Complaint Coordinator
Informs Chief Administrator
Meets with complainant
Meets & informs alleged harasser
Appoints Hearing Committee



Hearing Committee
Meets with both parties
Makes decision of guilt
Informs Chief Administrator



Chief Administrator
Final disciplinary decision
Inform parties

Both Parties

Appeal or accept decision

