

Thomas Metcalf School

Anti-Harassment & Non-Discrimination Statement of Expectations

At Thomas Metcalf School, we value the well-being of our students, their families, and their communities. Our goal is that students experience a healthy and supportive learning environment free from harassment and discrimination based on race, color, ancestry, national origin, religion, pregnancy, sexual orientation, order of protection, gender identity and expression, age, marital status, disability, genetic information, unfavorable military discharge, status as a veteran, or sex (including sexual harassment, sexual assault, domestic violence, dating violence, and stalking) in accordance with State and Federal laws. These standards are outlined in the University Anti-Harassment and Non-Discrimination Policy 1.2 and the Thomas Metcalf Student Handbook.

We believe and acknowledge that every child who is subjected to bullying, threats of harm, or discrimination has the right to have their concerns taken seriously. Examples of discrimination can include racial slurs or derogatory name calling as defined in the University Policy 1.2.1. Laboratory School students and their families have a right to file a complaint, to protect their rights and ensure they experience a safe learning environment. If any student or family has concerns or wants to file a complaint regarding discrimination or harassment, please contact the University Office of Equal Opportunity and Access (EqualOpportunity@IllinoisState.edu or at 309-438-3383).

The Laboratory Schools insist that faculty and administrators will uphold the expectation of care, concern, and zero tolerance for acts of bullying, threats or acts of violence, and harassment or discrimination towards any student, faculty member, or stakeholder. We are committed to reviewing the Laboratory School policies and practices and engaging in dialogue with our students, faculty, and larger community to ensure that we are upholding our core values of diversity and inclusion, respect, individualized attention, and integrity as set forth by Illinois State University's strategic plan.

We expect that administrators, faculty, students, and families will emphatically support our student's rights for the maintenance of a safe and supportive learning environment for the Thomas Metcalf learning community.

Every student within the Metcalf community has the right to develop intellectually, socially, culturally, and physically in order to reach his or her full potential. Therefore, members of this community are required and will observe the following guidelines:

Students at Metcalf have the right to:

- learn and enhance the quality of their lives without disruption.
- learn in a positive environment.
- be protected from physical and emotional harm (be safe).
- have their concerns, ideas, and opinions heard (and addressed).
- be treated with kindness and caring.

***Students who violate the Metcalf Student Rights of others or violate school policies or rules will be subject to the consequences outlined in the Code of Conduct included in the Thomas Metcalf School Handbook and when appropriate, offered opportunities for learning and restorative justice.**