

North High School
501 Holcomb Avenue
Des Moines, Iowa 50313
515-242-7200



STUDENT HANDBOOK
2023-2024

DMPS Equity Statement

It is the policy of the Des Moines Public School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational

programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district. If you believe you have (or your child) has been discriminated against or treated unjustly at school, please contact Susan Tallman, interim Chief of Human Resources, 2100 Fleur Drive, Des Moines, IA 50321, phone: (515) 242-7709, email: susan.tallman@dmschools.org.

In accordance with Title IX of the Education Amendments Act of 1972, as amended, the Des Moines Public School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX, against any individual participating in any education program or activity of the District. This prohibition of sex discrimination applies to students, employees, applicants for employment and volunteers. The Board authorizes the Superintendent to adopt grievance procedures for any individual to report sex discrimination including sexual harassment to the District's Title IX Coordinator.

These grievance procedures can be found on the District's website: <https://www.dmschools.org> (search: Title IX or Policy). Reported complaints can be addressed by informal or formal procedures; provisions of supportive measures to individuals subjected to sexual discrimination, including sexual harassment may be provided regardless of the informal or formal procedure used to address the complaint. The Title IX grievance procedures shall be used to respond to all complaints of sexual discrimination including sexual harassment that fall within the scope/jurisdiction of Title IX. Any reported complaint that does not fall within the scope/jurisdiction of Title IX, may be addressed by any other policy or procedure applicable to the alleged conduct.

Any individual who has questions about the District's Title IX policy and procedures, or wishes to make a report of sex discrimination including sexual harassment may contact the District's designated Title IX Coordinator:

Carol J. Wynn-Green
Equity & Inclusion Program Manager
2100 Fleur Avenue, Des Moines, Iowa 50321
Telephone (515) 242-7732;
Email carol.wynngreen@dmschools.org.

Retaliation against an individual reporting sex discrimination, reporting sexual harassment or assisting/participating in an investigation is strictly prohibited. Allegations of retaliation should be immediately reported to the District's Title IX Coordinator.

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IMPORTANT PHONE NUMBERS

Administration

Principal	Dr. Christopher Maniece– 242-7200
Director of Activities & Equity	Chad Ryan 242-7269
Associate Principal	Cait Burley– 242-8259
Associate Principal	Cassie Kendzora -242-7222
Associate Principal.....	Heather Feuerhelm– 242-7222
Associate Principal.....	Jessie Masteller– 242-8259
Associate Principal	Dr. Ryan Williamson– 242-7212

Student Support Staff

Restorative & Safety Coordinator.....	– 242-7224
Restorative & Safety Coordinator.....	Kahara Hunafa – 242-7878
Student Support	– 242- 8190
Special Education Interventionist	Kevin Wisniewski – 242-7258
Counselor.....	Kerry Williams – 242-8157
Counselor.....	Trent Griggs – 242-8276
Counselor	Tiffany Veen– 242-7205
Counselor.....	Laura Negrete Reinders – 242-7231
Social Worker.....	Aisha White – 242-7232
Office Manager	Ginny Kruger – 242-7297
Activities Secretary	Terri Buban – 242-7204
Attendance Clerk.....	Alesia Harris – 242-7201
Bilingual Family Liaison-Spanish.....	Cesar Carranza – 242- 7206
Bilingual Family Liaison-Karen	Delphi Enamorado – 242- 7206
Bilingual Family Liaison-Swahili	Ashwaag Ahmed– 242- 7206
Nurse.....	Terri Kruse – 242-7203
Registrar	Lee Johnson – 242-7208
Bookkeeper	Cassie DeYoung-Formaro – 242-7209
Special Education Consultant.....	Quinn Woodhouse – 242-7727
Community Schools Coordinator.....	Jesus "Chuy" Cardoza – 242-7296
Gifted and Talented Coordinator.....	Johanna MacKenzie – 242-7727
SUCCESS Worker.....	Dayna Chandler – 242-8156
I-JAG.....	Cory Jenkins – 242-8190
I-JAG.....	Shateisha Bruce– 242-8190



Anti-Racist Statement

The actions and practices of the staff at North High School have not always worked to the benefit of all students and staff, especially those who are Black, Indigenous, and People of Color. We will continually check, change, and eliminate existing policies, practices, and curriculum to ensure anti-racist outcomes.

Social-Emotional Learning Statement

Social and emotional learning (SEL) is the process through which every individual acquires and applies the knowledge, skills, and attitudes to develop healthy identities, manage emotions, demonstrate empathy, grow healthy relationships, and make responsible decisions to achieve their personal and collective goals. At North High School, we strive to support our courageous, passionate, and relentless community in the process to develop strong, respectful and lasting relationships that facilitate co-learning transformative social and emotional skills to critically examine root causes of inequity, and to develop collaborative solutions that lead to **personal, community and societal wellbeing**. *Adapted from the Collaborative for Academic, Social, and Emotional Learning (CASEL) SEL Framework (2022) and Des Moines Public Schools statement on Transformative SEL (2022)

School Hours

North High School is open for student arrival at **7:45 AM**. Classes begin at **8:25 AM** and end at **3:25 PM**. After school, students who are not with a teacher, a coach, or a club sponsor must leave the building by **3:45 PM**.

School Office Hours are **7:45 AM to 4:00 PM** (doors lock at 3:55 PM.)

Bell Schedule

Monday - Friday		
Period 1	8:25 - 9:10	(45)
Period 2	9:15 - 9:59	(44)
Period 3	10:04 - 10:48	(44)
Period 4	10:53 - 11:37	(44)
Lunch	11:38 - 12:08	(30)
Period 5	12:13 - 12:57	(44)
Period 6	1:02 - 1:46	(44)
Period 7	1:51 - 2:35	(44)
Period 8	2:40 - 3:25	(45)

2023-2024 SCHOOL CALENDAR

Des Moines Public Schools
2100 Fleur Drive
Des Moines, IA 50322

AUGUST 2023							SEPTEMBER 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5	3	4	5	6	7	8	9
6	7	8	9	10	11	12	10	11	12	13	14	15	16
13	14	15	16	17	18	19	17	18	19	20	21	22	23
20	21	22	23	24	25	26	24	25	26	27	28	29	30
27	28	29	30	31									

OCTOBER 2023							NOVEMBER 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	5	6	7	8	9	10	11
8	9	10	11	12	13	14	12	13	14	15	16	17	18
15	16	17	18	19	20	21	19	20	21	22	23	24	25
22	23	24	25	26	27	28	26	27	28	29	30		
29	30	31											

DECEMBER 2023							JANUARY 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30	31			
31													

FEBRUARY 2024							MARCH 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	3	4	5	6	7	8	9
4	5	6	7	8	9	10	10	11	12	13	14	15	16
11	12	13	14	15	16	17	17	18	19	20	21	22	23
18	19	20	21	22	23	24	24	25	26	27	28	29	30
25	26	27	28	29			31						

APRIL 2024							MAY 2024						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6	5	6	7	8	9	10	11
7	8	9	10	11	12	13	12	13	14	15	16	17	18
14	15	16	17	18	19	20	19	20	21	22	23	24	25
21	22	23	24	25	26	27	26	27	28	29	30	31	
28	29	30											

JUNE 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- First/last day at school
- No school for students, PD day/ conference comp day
- No school for students and staff
- Weather make-up days (reserved)
- Graduation weekend
- Cultural or religious holiday

8/23	First Day of School
9/4	No School, Labor Day
9/22	No School, PD Day
9/25	No School, Yom Kippur
10/9	Indigenous Peoples Day (School Day)
10/16	No School, Conference Day, PD Day
10/17	No School, PD Day
11/6-11/7	No School, Election Break
11/22	No School, Conference Comp Day
11/23-11/24	Thanksgiving Break
12/8	No School, PD Day
12/22-1/1	Winter Break
1/12	End of 1st Semester
1/15	No School, MLK Jr. Holiday
1/16-1/17	No School, PD Days
1/18	Second Semester Begins
2/9	Lunar New Year (School Day)
2/12	No School, PD Day
2/13	No School, Conference Day, PD Day
3/11-3/15	Spring Break
3/18-3/19	No School, PD Days
4/1	Cesar Chavez Day (School Day)
4/10	No School, Conference Comp Day, Eid Al Fatr
4/26	No School, PD Day
5/25-5/26	Graduation
5/27	No School, Memorial Day
5/29	Last Day of School, Early Dismissal
5/30	PD Day
5/31, 6/3, 6/4	Reserved for weather make-up

PD = Professional Development



COME HERE. BECOME ^{THE BEST YOU} HERE.

dmschools.org

ACADEMICS

ACADEMIC LETTER

1. Students may earn a North High academic letter by meeting the following conditions:
2. Be enrolled for a full school year, which includes a fall semester followed by a spring semester.
3. Carry 4 full-time credit courses, excluding PE, during both semesters.
4. Earn a GPA of 3.5 or above each semester. Seniors will receive their letters on class day; underclassmen will receive academic letters during one of the honor assemblies.

DROPPING A COURSE

Students should not plan to drop a course once their schedules are established unless there are exceptional circumstances. In that case, approval must be secured from the counselor. When this process has been completed, the counselor makes the schedule change.

GRADES and REPORT CARDS

Two grade reports will be calculated each semester, one every nine weeks. The grade reports will be accessible through Infinite Campus. The first report indicates student progress and the second contains final grades and the amount of credit earned. All North courses will be implementing Standards Referenced Grading. These grades will be available at any time through the Infinite Campus Parent Portal. Administration will email out progress reports weekly. Please talk to classroom teachers, counselors, or administration if you have questions.

GRADUATION REQUIREMENTS

A total of 23 units of credit are required for graduation as described below.

Content Area	Units of Credit Required
Social Studies	3
English	4
Math	3
Science	3
Applied or Fine Arts	1.5
Physical Education	1
Electives	7.5
CPR	Completion
21st Century Skills	Completion
Total	23 units of credit required to graduate

NORTH HIGH SCHOOL ELIGIBILITY POLICY

At North High School we strive to foster a culture of excellence and prepare our students to succeed in the 21st Century as learners and citizens. We provide activities and athletics for our students because we know that students who are involved have a significantly higher rate of success in school. We believe that students across the nation are very much the same, but that the levels of expectations that are bestowed upon them vary greatly. At North, we set the bar high and expect and support our students in reaching those elevated expectations.

Policy:

According to the Iowa High School Athletic Association, the school must AT MINIMUM adhere to the No Pass No Play Policy. At any time, a local school may enforce a policy that is more stringent than that of the No Pass No Play Policy.

North High Student Athletes will a C average or higher in each of the class they are enrolled. A progress check will be done for each activity season. If students receive a D or an F in any of their classes, they will be assigned individual academic intervention plan. If the student does not follow their intervention plan, a meeting will be held with the parent, student and staff to discuss the plan and further action to be taken, which may include sitting out competition

This policy is enforced at all levels of play (9th – Varsity).

Examples of events: theater play/performance, choir recital/performance, Academic Decathlon competition, Athletic/activity tournament game/match or regular game/match, cheerleading/dance, band, or orchestra competition/performance, JROTC rifle or drill, etc.

Policy for Students with an IEP:

The policy for students with an IEP (Individualized Education Plan) will be the same as that of students without an IEP with one exception. If students receive a D or an F in a class but make adequate progress towards an IEP goal that is closely related to the class that they received the D or an F in, they will be eligible. A school administrator, with the help of the Special Education Consultant, will determine if adequate progress is being made.

Progress Checks:

Progress checks will be conducted by the activities department and academic interventionist during each activity season. If a student has a D or F on the progress check, an intervention plan will be created to help the student maintain eligibility or gain eligibility.

Intervention Plan:

If a student still has a D or F two weeks after the progress check, he/she will receive an Intervention Plan which will include grade checks to verify student progress. The following chart outlines the progress check, intervention plan and grade check dates.

Dates for Grade Checks

Athletic Progress and Intervention Plan		
Progress Check will be:	Intervention Plan:	Grade Check:
Monday, September 18	Monday, October 2nd	Monday, October 16th
Monday, November 20th	Monday, December 4th	Monday, December 18th
Monday, April 8th	Monday, April 22nd	Monday, May 6th

The progress check and intervention plan forms can be found in the North High Activity Office. The forms need to be submitted to the Activities Secretary, Terri Buban or Academic Interventionist, Eric Addy, in the Activities Office.

The Activities Department will determine who is ineligible and will follow the State of Iowa's No Pass No Play policy regarding F's. The Activities Department will follow the policy provided by Des Moines Public and the Iowa High Schools Association.

STUDENT EXPECTATIONS

STUDENT DRESS CODE

North High School expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event. Student dress choices should respect the district's intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a student's attire resides with the student and their parents/guardians. The school district is responsible for seeing that student attire does not interfere with the health or safety of any student, that student attire does not contribute to a hostile or intimidating atmosphere for any student, and that dress code enforcement does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income, or body type/size.

Basic Principle: North High School expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event.

Certain body parts must be covered for all students at all times. Clothes must be worn in a way such that genitals, buttocks, breasts, nipples, and majority of belly/torso are fully covered with opaque fabric.

Students Cannot Wear:

- Violent language or images (including images of weapons)
- Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity).
- Bullet proof vest, body armor, tactical gear
- Hate speech, profanity, pornography.
- Images or language that create a hostile or intimidating environment based on any protected class or consistently marginalized groups.
- Any clothing that reveals visible undergarments
- Accessories that could be considered dangerous or could be used as a weapon.
- Any item that obscures the face or ears (except as a religious observance or as personal protective equipment (PPE)).

Dress Code Enforcement

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the protocol below:

1. Students will be asked to put on their own alternative clothing, if already available at school, to dress to code for the remainder of the day or they can utilize school-provided alternative clothing. If necessary, students' parents/guardians may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
2. If a student refuses to alter their attire to get in dress code, they may be asked to engage in In-School Suspension for the remainder of the school day.

**Adapted from Evanston Township High School / Evanston, Illinois / August 2021*

ID BADGE POLICY

ID badges, on a North lanyard, should be displayed when entering North High School. ID badges must be accessible to be shown on request while in classrooms. Students will require their IDs for attendance in designated class settings and extracurricular events.

If a student loses their ID, they will be offered 2 free replacements. After that, students will be charged \$5 for all future replacement IDs.

Student Discipline Code and Procedures

Discipline in the Des Moines Public Schools is a joint responsibility that should be shared by school staff, students, and their families. It is designed to promote behavior that will enable students to function successfully in their educational and social environments. The *District Discipline Code* is to be applied consistently and uniformly throughout the district so that students are treated fairly and equitably. The *District Discipline Code* is developed to help students understand their obligations to others in the school setting and is reflective of the concern for the dignity and growth potential of each student as well as the

commitment to the safety interests of all students, staff and the community.

** The District Discipline Code can be found on the DMPS website for further clarification.*

Student Misconduct

The *District Discipline Code* provides a description of a broad range of behavior considered to be student misconduct. The behavior described should be viewed as representative of the misconduct that most frequently causes a disruption to the orderly educational process.

The acts of misconduct listed in Levels I, II, III, IV are not inclusive. The student who commits an act of misconduct that may be classified into any of the four levels will be subject to disciplinary action by the classroom teacher, Student Support Staff, Restorative Safety Coordinators, Associate Principals, or P reserves the right to make final decisions regarding disciplinary consequences.

General Discipline Guidelines for Assessing Penalties

The district may impose disciplinary consequences for conduct that interferes with the educational environment.

Levels of Offense/Overview

Acts of misconduct are categorized into the following four levels of offense:

Level I — Teacher Response:

Offenses that generally occur in the classroom and can be corrected by the teacher.

Level II — Student Support Assistance:

Offenses that are more serious in nature or a continuance of Level I misconduct. Teacher asks for help from a member of the Student Support team.

Level III — Administrator Response:

Des Moines Public Schools believes a safe school environment is essential to ensure students can learn and be successful in their academic pursuits. To ensure a safe learning environment, DMPS has updated the discipline code to ensure students who repeatedly create an unsafe school environment, can be responded to quickly and efficiently. This update is an extension of the fight policy that was put into effect in January.

Level III student behaviors place the school and people in harm's way and create an unsafe school environment. The Des Moines Schools District has chosen to specifically address the most prevalent and disruptive of these behaviors with specific policy and procedures.

3. Fighting: students mutually engaging in offensive physical contact intended to cause injury
4. Common area loitering or refusal to be in an assigned area: students creating an unsafe school environment by refusing to attend class or be in an assigned area creating an unsafe school environment
5. Technology use leading to or supporting violence while on school grounds: the uses of technology to increase the level of violence in schools: Recording violent acts while on school grounds for the purpose to exacerbate, recording violent acts while on school grounds without alerting school officials

Students committing any of the behaviors listed above (Items 1-3) are subject to the following procedures:

1st offense = Parent Meeting and formal Behavioral Contract with supports provided.

2nd offense = 30 school days virtual placement

3rd offense = additional 60 school day virtual placement

4th offense = additional 90 school days virtual placement

*A manifestation determination meeting must be held for students with an Individual Education Plan.

The terms of a placement in an Alternate Educational Placement (AEP) under this required placement section, as well as under Level III, prohibit the student from attending or participating in any school activities.

Level IV — District Response:

Offenses that threaten to disrupt the orderly educational process of the classroom or school, or offenses that demonstrate the student's presence are detrimental to the best interests of the school. A finding that a student has engaged in an offense listed under Level IV constitutes a finding that the student has engaged in serious misbehavior which may require alternate educational placement or recommendation for expulsion for serious offenses. A student may be disciplined for violating Level IV offenses if the misbehavior occurs on school property or at a school-sponsored or school-related activity regardless of whether the event is on or off school property.

SUSPENSIONS

Out-of-School Suspension

Out-of-school suspension may be assigned for serious violations of the discipline code. Students who have been suspended Out-of-School may not participate in school activities or be on school property throughout the duration of the suspension. Students who are suspended must make-up all class work upon returning to class. Before a student may return to class, a conference with parents or guardians must take place. Out-of-school suspensions do not count against the attendance policy.

In-School Suspension

When possible, in-school suspension may be assigned for violations of the discipline code that do not jeopardize the safety or security of any students or staff in the building. In-School Suspensions will last only the duration of the school day. Students may participate in school activities as permitted by their activity's supervisor outside of the school day. Students assigned in-school suspension are responsible to make up class work upon returning to class. Students may return to class following the completion of their in-school suspension.

Anti-Bullying/Harassment Procedure

Nondiscrimination: No student in the Des Moines Independent Community School District shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in the district programs on the basis of race, color, creed, sex, religion, marital status, ethnic background, national origin, disability, sexual orientation, gender identity, or socio-economic background. The district will provide educational programs and opportunities for students as needed on the basis of individual needs, interests, abilities, and potential. Single stall, non-gender restrooms are available for students if desired. If students want a private facility for a locker room, students have the right to that.

Harassment and Bullying Prohibited: Harassment and bullying of students is against federal and state law, and against the policy and procedures of the district. The district is committed to maintaining an educational environment free of any form of bullying or harassment by or toward students, parents/guardians, employees, and volunteers while in school, at a school sponsored activity, or at any school sponsored function. The district prohibits harassment or bullying based on the student's actual or perceived race, color, creed, sex, age, religion, marital or familial status, ethnic background, national origin, ancestry, physical or mental ability or disability, sexual orientation, gender identity, physical attribute, political party preference, political belief, or socio-economic background or familial status. Acts of harassment or bullying may be treated as grounds for discipline. Discipline may include suspension or expulsion of a student, termination of an employee, and exclusion of a volunteer from District activities or school premises.

Harassment and Bullying Defined: Any communication toward a student including electronic (such as e-mails or instant messages), telephonic, written or verbal communication, or any physical act or conduct that is based on an actual or perceived trait or characteristic that creates or could be expected to create an objectively hostile school environment is prohibited. An objectively hostile school environment is created if the act or conduct:

- ✓ places the student in reasonable fear of harm to the student's person or property; or
- ✓ has a detrimental effect on the student's physical or mental health; or
- ✓ has the effect of interfering with the student's academic performance; or
- ✓ has the effect of interfering with the student's ability to participate or benefit from the district services,

activities, or privileges.

Examples of prohibited behavior may include but are not limited to the following:

- ✓ unwelcome touching;
- ✓ inappropriate or demeaning remarks, jokes, stories, activities, symbols, signs, or posters;
- ✓ implied or explicit threats concerning grades, awards, property, or opportunities;
- ✓ requiring explicitly or implicitly that a student submit to harassment or bullying as a term or condition of the student's participation in any educational program or activity.

Preferred name and gender: If students wish to change their preferred name or gender in Infinite Campus, students can see their Alpha- Assigned Associate Principal. Guardians will be contacted by Administration.

Sexual Harassment Defined: The District is committed to maintaining an educational environment free of any form of sexual harassment. All employees, volunteers, and students must avoid any action or conduct which could be perceived as sexual harassment. It shall be a violation of these procedures for any person to harass a student through conduct or communications of a sexual nature as defined by this procedure. Sexual harassment shall consist of unwanted sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a sexual nature when:

- ✓ submission to such conduct is made explicitly or implicitly a term or condition of the student's educational opportunities or benefits; or
- ✓ submission to or rejection of such conduct by a student is used as the basis for educational decisions affecting that student; or
- ✓ such conduct has the purpose or effect of interfering with a student's education by creating an intimidating, hostile, or offensive educational environment.

Sexual harassment may include but is not limited to the following:

- ✓ requests or pressure for sexual activity.
- ✓ unwelcome touching.
- ✓ other verbal or physical conduct of a sexual nature, such as inappropriate jokes, symbols, signs or posters of a sexual nature
- ✓ repeated remarks to or about a person with sexual or demeaning implications.

(Note: Any sexual overtures made by a staff member to a student whether welcome or unwelcome, shall be grounds for discipline, including termination. See Administrative Procedures Manual Series 400, Code 407.)

Complaint Procedures: Any person alleging a violation of these procedures may file a complaint using the *Complaint Procedures* of Series 400, Code 407, which is also described in the Employee Handbook. Employees who are aware of harassment or bullying shall file a written complaint or shall report the conduct to a principal or to the District Investigations Specialist at 242-7841. The complainant may bypass any step of the complaint procedure where the person against whom the complaint is to be lodged is the alleged perpetrator. Series 400, Code 407 shall govern the investigation of alleged cases of physical or sexual abuse, including sexual harassment, of students by staff members.

The complainant may be required to complete a written form and to turn over copies of evidence of discrimination, harassment, or bullying including, but not limited to letters, e-mails, tapes, signs, and pictures.

The investigator shall promptly begin an investigation and proceed to completion. Both the complainant and alleged perpetrator will be given an opportunity to give a statement. District employees, students, parents, and volunteers shall fully and fairly cooperate in the investigation.

A written investigation report shall be completed, and a summary of the report, including a finding that the complaint is founded, unfounded, or inconclusive, will be forwarded to the complainant, to the parent or guardian, and to the alleged perpetrator. The investigator will consider the totality of the circumstances presented in determining whether the conduct objectively constitutes discrimination or harassment.

The right to confidentiality, of both the complainant and the accused, will be respected consistent with the district's legal obligations, and with the necessity to investigate the allegations of misconduct and to take corrective action when this conduct has occurred.

No Retaliation: No person shall retaliate against a student or other person because the student or other person has filed a discrimination or harassment complaint, assisted or participated in an investigation, or has opposed language or conduct that violates these procedures, if the participation or action was done in good faith. Persons who engage in retaliation or who knowingly file false complaints or give false statements in an investigation shall be subject to discipline up to and including suspension, expulsion, or termination of employment.

Anti-Hazing Procedure

Hazing Prohibited: Certain forms of hazing are illegal and subject to criminal sanctions in the state of Iowa. All forms of hazing are prohibited by the district both on and off District property. Hazing is a practice that diminishes the integrity of individuals and their teams, activities, and organizations. Hazing has no place in our society, particularly in an educational environment. The district is committed to emphasizing that all teams, activities, and organizations be made safe, educational, and constructive. Therefore, in support of the district's commitment to the mental, emotional and physical well-being of every student, hazing in any form is prohibited, and its practices in any manner are condemned.

Hazing Defined: Hazing occurs when an action is taken against a person for the purpose of initiation or admission into, or affiliation with any organization, team, or activity operating in connection with the district, and the action either results in or is likely to have the effect of endangering the physical or mental health of the person, or humiliating, intimidating, or demeaning the person. Hazing includes, but is not limited to, any type of physical brutality such as whipping, beating, striking, branding, placing a harmful substance on or in the body; any physical activity such as sleep deprivation, exposure to the elements or confinement in a particular space; any activity involving consumption of food, liquid, alcoholic beverage, drug, or other substance that subjects a student to an unreasonable risk of harm; wearing of public apparel that is conspicuous or intended to embarrass or humiliate by drawing undue attention; or any activity that induces, causes, or requires a student to perform a duty or task that involves the commission of a crime. Hazing shall not include any activity or conduct that furthers the legitimate curricular or extracurricular goals in a manner that is appropriate and customary for similar school programs.

HALL PASSES

Students are not to be in the halls after the class bell rings without having a pink or green pass signed by a teacher. The hall pass will designate the student's destination. The receiving teacher will also sign the pass if the student needs to return to the classroom. Students are not allowed in the hallway during the first or last 10 minutes of class.

LOCKERS

Students may request a locker at registration. They are on a first come, first serve basis. Lockers are to be always kept neat and orderly. North conducts regular maintenance checks of student lockers. The school is not responsible for losses from your locker. Lockers are also provided during PE class. Please see Ginny Kruger in the Main Office if you would like a locker.

MONEY AND OTHER VALUABLES

It is strongly recommended that students do not bring large sums of money or valuables to school. Do not leave money or valuables in lockers. North High is not responsible for lost, stolen, or damaged valuables or money.

LUNCH

Lunch for all students on North's campus will be held 11:38 AM- 12:08 PM. Students in 10th grade, 11th and 12th grade are able to eat lunch off-campus. See expectations below. Students in 9th grade are expected to remain on campus for lunch. Students will be able to eat in all common areas and designated areas of the school building and campus. Students will have access to school lunch at no cost to the student. Vending machines and concession stand items will be available at cost. Students may also receive food deliveries. Food deliveries will only be admitted on campus 11:38AM- 12:08PM. All deliveries must be delivered through the main office to maintain secure door access and safety procedures. Any food deliveries that arrive during the school day outside of the designated lunch time will be held in the main office until the student can pick up the delivery during a passing period.

OPEN CAMPUS RULES

North High School has an open campus during lunch for students in grades 10, 11, and 12. All 9th graders are required to stay on campus during their lunch periods. Ninth graders who leave the North High campus anytime during the school day without permission of the North High administration may be referred to an interventionist and/or an administrator. We encourage all students to take advantage of the school lunch program and remain on campus for lunch. North High currently falls under the Community Eligibility Provision, and all students are served breakfast and lunch for free each day.

PARKING LOT

Student parking is located southeast of the building. All drivers must complete paperwork in the office and receive a student parking pass to use the student parking lot on campus. All drivers are required to follow the directional arrows and must park their vehicles between the painted lines. Students may not be in the lot or in their cars during school hours unless a staff member has given permission. Reckless drivers will not be allowed to park in the school parking lot. Students are responsible for their own vehicles and their contents. There is an area east of the building, near the custodian's office for bicycles. Bikes and other non-motorized means of transportation should be securely padlocked for safety. North High is not responsible for stolen, lost, or damaged bicycles, skateboards or other personal property.

DANCES

Dances are held periodically throughout the school year. These activities are for North High students. Students are allowed to bring one guest who is 20 years of age or younger. Individuals from other high schools must provide a picture ID to be allowed entry into a dance, and if they attend another local high school a permission slip must be filled out and turned in PRIOR to the day of the dance. Once a student leaves the dance, they will not be readmitted. Students must leave the building and school grounds immediately after these activities. School rules regarding dress and behavior are enforced at dances.

Dances are a privilege and at any time a student may be prohibited from attending due to academic or behavioral reasons.

RELEASE TIME

Release time is offered only to those juniors and seniors who have a special need and wish to use a portion of the school day for employment or family responsibilities. Otherwise, it is recommended that students maintain a full academic schedule. Permission for release time starts with the counselor. Students are allowed in the designated areas or must be off campus during release time. They must maintain passing grades and be in good standing with the district attendance policy.

CELL PHONES AND PERSONAL ELECTRONICS

- Cell phones, earbuds, headphones, and other personal electronics may be used before/after school, during passing, and at lunch. Usage is allowed in the classroom for instructional purposes as assigned by the teacher as described in the policy below.

Cell Phones and Personal Technology Policy

- ✓ Every classroom will continue to use Red Light, Yellow Light, Green Light to clearly indicate when cell phones and other technology can be used in a classroom. Teachers will display the expectation; it is the students' job to check the stoplight upon entering the classroom to know what is expected.
- ✓ If a student is using their technology without permission, a call to the Welcome Desk will be made and the technology will be collected from the student, and it will be taken to the main office.
 - Students can collect their technology after school.
 - Students will receive a Level 1 Technology Misuse Referral if the technology is confiscated.
- ✓ If this happens a second time, a parent/guardian will need to collect the technology.
- ✓ If it happens a third time, a technology contract will be created that limits when the student can access technology on campus.

TEXTBOOKS

Textbooks may be issued to students at the start of the school year or semester. If a book is lost or damaged, a replacement fee is charged. In some classes, certain books or materials may have to be purchased in addition to a regular textbook.

SAFETY and SECURITY

VISITORS

Visitors are required to show their identification and sign in at the main office. People with official school business are allowed on school grounds. All others will be asked to leave. Visitors are not to accompany students to classes during the school day unless they have obtained a signed approval from a school administrator. Community Organizations must show their company ID along with a photoID if they are interacting with students in any fashion. This includes release of student(s) for field trips, appointments, and school visits.

Security Cameras in Schools and Buses

It is the policy of the Des Moines Public Schools to create and maintain a safe school and work environment. Security cameras (closed circuit television systems – CCTV) are installed within school buildings and buses as well as the exterior of buildings. Security cameras monitor school property, assist administrators in detecting and deterring unacceptable behavior or activities and otherwise enforcing district rules. Camera systems also provide a historical record to facilitate investigations.

All actions or conversations are subject to being recorded. Employees, students and others found to have tampered with or disabled cameras or systems shall be subject to discipline including termination of employment and possible legal action and restitution.

Security cameras are used to accomplish three important goals in the Des Moines Public Schools:

- To enhance the safety of students and staff
- To protect school property against theft or vandalism
- To assist in the identification of intruders and persons endangering the health, well-being or safety of school community members.

EMERGENCY PROCEDURES

To maintain a safe, orderly environment, it is essential that we all are aware of procedures to follow in emergency situations. There are three situations for which we prepare students and staff: (1) evacuation of the building due to unsafe conditions, such as a fire; (2) moving to a sheltered area within the building in the event of tornado; and (3) securing the building due to the presence of an intruder or unsafe conditions outside of the classroom or building. Students are expected to be quiet and orderly during any emergency procedure. Publications, which outline emergency drills for fire and tornado, are posted in each classroom and around the building.

FIRE

Fire alarms are signaled by a continuous buzz and flashing lights from the alarm system. Follow the directions posted in the room to leave the building. Leave the building immediately even if you think it is a false alarm. There should be no talking so that instructions may be given and understood by all. While outside the building, go to the sidewalks, but do not cross the street. On the east side, go to the baseball field area. An outside bell will ring as a signal to return to the building.

TORNADO

Weather and civil defense warnings are signaled by an announcement over the PA system. Keep calm and do not talk so you can listen for emergency directions by intercom or other means. Follow directions to designated safe areas in the building and listen for further instructions.

SERVICES AND PROGRAMS

COUNSELING SERVICES

The counseling center is located outside the commons. The counselors will work with students for academic planning, personal issues, and college and career readiness. Information concerning college entrance tests, financial aid, scholarships, military service, and post-graduation options may also be obtained from the counselors. Students needing to see a counselor should make an appointment with their counselor via Teams or email. Counselors will then issue a pass for the student to leave class for the appointment. Students should not go to the counseling office during class time without a pass.

FOOD SERVICES

Breakfast and lunch are served through the North High cafeteria. North High currently falls under the Community Eligibility Provision, and all students are served breakfast and lunch for free each day. Breakfast is served from 7:45-8:20 A.M. Grab and Go Breakfast will be available to students entering the building after 8:20 A.M until 9:00 A.M.

INTERNET

Students who wish to use North High computers or Internet services must comply with the rules for respectful care of the equipment and facilities. Parents who do not wish for their student to use the Internet at school must make a request to the administration. Students who violate the acceptable use policy may lose Internet privileges.

NURSE

The nurse works with students and families to secure solutions to their health concerns. Permanent health records are maintained in the nurse's office. First-aid is administered by the nurse. A pass to the nurse may be obtained from a teacher. All medicines are to be given to the nurse in the original container and with the doctor's instructions. The nurse will supervise the taking of all medications during school hours.

REGISTRAR

The school registrar will mail copies of the student transcript for college admission or scholarship applications. Students should give at least 5 days advance notice when requesting a transcript. The first five transcripts are free of charge, with a cost of \$3 for each additional transcript past five.

SELECTED SERVICE

Males who reach the age of 18 are required to register with the draft. They may register at the post office, on-line at selectiveservice.com, or by completing the Free Application for Student Financial Aid (FAFSA: studentaid.gov).

SCHOOL BUS TRANSPORTATION

Des Moines Public Schools provides safe transportation for eligible students. Students must be orderly and courteous on the bus so the driver can give full attention to safe driving. Students must follow all posted rules. Those who do not follow these rules will be subject to disciplinary action and may be excluded from riding the bus. The Discipline Policy of Des Moines Public Schools applies to students while on school-owned and operated buses or on chartered buses. Students who live more than threemiles from school and are not open enrolled are allowed free transportation.

STUDENT ACTIVITY TICKET

An activity ticket may be purchased for \$65. The ticket entitles the student to attend all conference athletic events, except tournaments, for the entire year. The cost of all activities, if purchased separately, would greatly exceed \$100, so the activity ticket represents considerable savings for the student.

SUCCESS PROGRAM

The SUCCESS program provides employment, health, and social services to students and their families who qualify. These services include the opportunity for students to engage case managers in dialogue, receive tutoring assistance, and/or receive or schedule services from providers in the areas of health, substance abuse, employment, mental health, human services, and counseling.

HEALTHY KIDS ACT

The Healthy Kids Act was signed into law by Iowa Governor Culver on May 13, 2008. Specifically, the Healthy Kids Act:

- Establishes nutritional content standards for food and beverages sold or provided on school grounds during the school day. (Effective July 1, 2010.)
- Requires school districts to ensure every student in grades K-5 has 30 minutes per day of physical activity and every student in grades 6-12 has 120 minutes per week of physical activity. (Effective July 1, 2009.)
- Requires every student to complete a course that leads to certification in CPR by the end of Grade 12. (Effective for the class of 2011-12.) This is typically completed during the student's Physical Education course
- Requires Iowa's Area Education Agencies (AEAs), or a consortium of two or more AEAs, to contract with a licensed dietitian. (Effective July 1, 2009.)

Healthy Kids Act/Physical Activity Requirements:

As the Iowa Legislature enacted "The Healthy Kids Act," (requiring all students in grades 6-12 engage in physical activity for a minimum of 120 minutes per week in which there are at least five days of school); the law also requires that we monitor how students fulfill this requirement.

Parent(s)/Guardian(s) are to fill out the form provided during registration to account for the extraphysical activity each student will be doing to fulfill this requirement.

DISTRICT POLICIES

Student Attendance

Rules and Procedures for Board Policy 502: Student Attendance

Excused Absences

Excused absences are defined as:

- Medical appointment (notes are encouraged)
- Medical injury
- Illness excused by parent/guardian
- Illness excused by health care provider
- Non-medical events (Examples: a religious holiday; court; death or illness in immediate family; other as approved by school administrator, such as college visits, weather related incidents)
- In-school suspension
- Out-of-school suspension

Unexcused Absences

Unexcused absences are defined as all other absences. Examples include skipping school, babysitting, family vacations.

Tardy/Early leave

Students will be marked absent until they arrive at school. When a student has arrived at school but is late for class, (moving between classes) the student will be considered tardy. Teachers should mark students absent until the student arrives to class. Once the student arrives, teachers will change their attendance to tardy. Schools will determine their response to tardies and excessive tardies.

Excessive Absences

Excessive absences are defined as five or more absences (excused or unexcused) in a semester at the High School level. Building-based teams will review student attendance data and provide appropriate intervention as needed.

Parents/Guardians will be formally notified of excessive absences (including excused and unexcused) within each semester in the following manner:

Protocol for Notification of Excessive Absences (excused and unexcused)	
3 days	Messenger and/or teacher phone call
5 days	Phone call
10 days or more	Attendance team referral

If a student has 10 or more absences accumulated throughout the school year, the following may occur:

- Administrative meeting resulting in an attendance agreement
- Excusal by a Health Care provider
- Mediation through Polk County Attorney's Office
- Filing for Truancy charges in court with Polk County Attorney's Office

If a student is unexcused for 10 consecutive full days, enrollment will be dropped.

SCHOOLS/STAFF WILL MAKE EVERY ATTEMPT TO LOCATE A STUDENT THAT IS NOT ATTENDING SCHOOL AND THEIR LOCATION SHOULD BE CONFIRMED.

SEARCH POLICY CODE 519

Search by School Staff Relating to Students, Protected Student Areas, Lockers, Desks, and Other School Facilities or Spaces

The superintendent shall implement search procedures by school staff relating to students, protected student areas, lockers, desks and other facilities or spaces that are consistent with Iowa Code Chapter 808A.

The Superintendent has adopted the following administrative procedures addressing searches by school staff:

Searches of a student or protected student area.

A school official may search an individual student and a protected student area if:

1. The official has reasonable grounds for suspecting that the search will produce evidence that a student has violated or is violating either the law, or a school rule or regulation, or any other reasonable expectation of student conduct, and;
2. The search is conducted in a manner which is reasonably related to the objectives of the search, and which is not excessively intrusive considering the age and gender of the student and the nature of the infraction.

All searches of students or protected student areas must be reasonably related in scope to the circumstances which gave rise to the need for the search and based upon consideration of relevant factors that include, but are not limited to, the following:

1. The nature of the violation for which the search is being instituted;
2. The age and gender of the student who may be searched; and
3. The objectives to be accomplished by the search.

If a student is not or will not be present at the time a search of a protected student area is conducted, the student shall be informed of the search either prior to or as soon as is reasonably practicable after the search is conducted.

Inspections of lockers, school desks and other provided spaces.

School officials may conduct periodic inspections of all, or a randomly selected number of, school lockers, desks, and other facilities or spaces owned by the school and provided as a courtesy to students. Periodic inspections of school lockers, desks, or other facilities or spaces owned by the school and provided as a courtesy to a student may be conducted by a drug/contraband sniffing animal.

The furnishing of a school locker, desk, or other facility or space owned by the school and provided as a courtesy to a student shall not create a protected student area and shall not give rise to an expectation of privacy on a student's part with respect to that locker, desk, facility, or space. Allowing a student to use a separate lock on a locker, desk, or other facility or space owned by the school and provided to the student shall not give rise to an expectation of privacy on a student's part with respect to that locker, desk, facility, or space.

Students are permitted to park on school premises as a matter of privilege, not a right and parking provided as a courtesy to students. The interior of a student's automobile on the school premises may be searched without a search warrant if there is reasonable suspicion that a student has violated or is violating the law, or has illegal, unauthorized, or contraband items contained inside.

Each year when school begins, all district schools shall provide written notice to all students and the students' parents, guardians, or legal custodians informing them that school officials may conduct periodic inspections of school lockers, desks, and other facilities or spaces owned by the school and provided as a courtesy to students without prior notice. An inspection under this policy shall either occur in the presence of the student whose locker is being inspected or in the presence of at least one other person.

Prohibited Searches.

School officials shall not conduct a search that involves:

- A strip search
- A body cavity search
- The use of a drug/contraband sniffing animal to search a student's body
- The search of a student by a school official not of the same sex as the student.

Definitions.

“Protected student area” includes, but is not limited to:

- A student's body.
- Clothing worn or carried by a student.
- A student's pocketbook, briefcase, duffel bag, book bag, backpack, knapsack, or any other container used by a student for holding or carrying personal belongings of any kind and in the possession or immediate proximity of the student.

“School official” means licensed school employees, including but not limited to principals, associate principals, deans of students, teachers, counselors and social workers, and means unlicensed school employees employed for security or supervision purposes such as campus monitors.

EXTRA CURRICULAR CODE OF CONDUCT

Students in the Des Moines Public School District who are involved in extracurricular and co-curricular activities represent themselves and their school whether they are away from or at school. They must understand that they are expected to conduct themselves in a way that serves as an example to others that will favorably reflect on their school. Extracurricular and co-curricular activities are completely voluntary and are a privilege conditioned upon meeting both eligibility criteria and by demonstrating lawful and respectful conduct. Students are held to high expectations regarding training rules established by individual activity coaches and the *Code of Conduct*. All athletics and extracurricular and co-curricular activities are covered by the *Code of Conduct*. This *Code of Conduct* does not prohibit a coach or sponsor from establishing his or her own rules for the respective sport or activity which the student is to follow.

Violations

Violations identified for inclusion in the *Code of Conduct* are identified below. All other violations will be covered by the school district discipline code, which may still include a suspension period. One reminder, the mere presence at an activity involving illegal activity constitutes a violation of the code, unless the student immediately leaves. A student will be deemed to have immediately left if he or she exited the location immediately upon becoming aware that an illegal activity was occurring on the premises. Mere presence means that the activity is occurring in the same room as where the student is located. However, if the illegal activity is occurring in another room of the same premises where the student is located and the student is aware of the illegal activity and fails to leave, he or she will be deemed to be in violation of the *Code of Conduct*.

- Possession/Consumption of alcohol, drugs or any controlled substances, or tobacco*
- Intoxication/Under the influence of alcohol, drugs or any controlled substance
- Delivery and/or sale of controlled substance
- Mere presence at a location involving illegal activity
- Assault
- Robbery
- Gang activity
- Arson
- Theft
- Weapons
- Sexual harassment
- Hazing

Committing any act that would be a violation of the law and grounds for arrest or citation in the

criminal or juvenile court system, excluding minor traffic offenses, regardless of whether the student was cited, arrested, convicted or adjudicated of the act(s).

*The following situations are exempted from the Code of Conduct: (1) activities related to religious events (i.e., drinking wine at communion); (2) activities identified in Iowa Code Section 123.47; and (3) consuming alcohol in a foreign country, territory, or area where such an activity is legal. However, if a student is traveling abroad through a school-sponsored trip or foreign exchange program or is accompanied by school personnel as a chaperone(s) who is acting in his or her capacity as a DMPS employee, the provisions of the Code of Conduct are applicable and will be enforced.

When in Effect

The *Code of Conduct* will be in effect during the entire calendar year including the regular school year as well as all vacation periods, weekends, and evenings. The *Code of Conduct* is in effect 365 days a year, 24 hours a day, seven days a week. The *Code of Conduct* is always in effect even if a student travels out of the city, state, or country.

Reporters

Valid reporters of violations:

- All reports and evidence from a reliable source will be investigated by the school administration. Reliable information may include but is not limited to witness statements, police reports, photographs, or information from social networking Web sites such as Twitter and Facebook. Anonymous reports will not be considered.
- Each school administration will determine the reliability of a reporting source and any evidence presented.

Penalty Details

If the student is not competing in an activity at the time of the violation, the penalty will be enforced during the next activity in which the student normally participates. The student may be allowed to practice during the period of ineligibility but shall not be allowed to compete in any interscholastic competition. Violations under the *Code of Conduct* are cumulative and shall run the duration of the student's high school career. In other words, if a student is in violation of the *Code of Conduct* as a 9th-grader and is found to be in violation during his or her 10th-grade year, the violation in the 10th grade will be deemed a second offense.

1. First Offense: Depending on the violation, the student will undergo an alcohol, substance abuse, or mental health assessment by an evaluation agency approved by DMPS. Assessment arrangements and fees are to be made by the student and/or parent. It shall be the student's responsibility to provide the Activities Director with written verification that the required assessment has been completed. If the assessment cannot be completed for reasons beyond the student's control prior to the completion of the penalty, the student will be allowed to return to participation. However, if the student fails to provide evidence that he or she completed the assessment, the student may be deemed ineligible until evidence that the assessment has been completed is provided to the Activities Director. The student shall be suspended from participating in 1/3 of the extracurricular or co-curricular activity season (including post season competition). A student who self-reports* may receive a reduced consequence.
2. Second Offense: Depending on the violation, the student will undergo an alcohol, substance abuse, or mental health assessment by an evaluation agency approved by DMPS. Assessment arrangements and fees are to be made by the student and/or parent. It shall be the student's responsibility to provide the Activities Director with written verification that the required assessment has been completed. If the assessment cannot be completed for reasons beyond the student's control prior to the completion of the penalty, the student will be allowed to return to participation. However, if the student fails to provide evidence that he or she completed the assessment, the student may be deemed ineligible until evidence that the assessment has been completed is provided to the Activities Director. The student shall be suspended from participating in 2/3 of the extracurricular or co-

curricular activity season (including post season competition). A student who self-reports* may receive a reduced penalty of being suspended for the greater of 15% of the season or half of the events as opposed to 2/3 of the season.

3. Third Offense. Depending on the violation, the student will undergo an alcohol, substance abuse, or mental health assessment by an evaluation agency approved by DMPS. Assessment arrangements and fees are to be made by the student and/or parent. It shall be the student's responsibility to provide the Activities Director with written verification that the required assessment has been completed. The student shall be suspended from participating in any extracurricular or co-curricular activity season (including post season competition) for a period of one full calendar year from the date of the violation. A student who self-reports* may receive a reduced penalty of being suspended for six months as opposed to one full calendar year.
4. Fourth Offense. The student shall be suspended from competition for the remainder of his/her high school career.

* Self reports means that the student reports his/her involvement in an activity prohibited under the *Code of Conduct* to the school administration or coach/sponsor within 24 hours of when the activity occurred. If the student is unable to report and the parent reports the violation, the student may receive the reduced penalty.

Consistency

Any penalty will travel with a student transferring within the district. It is the responsibility of each school to deal with all violations at the school. Non-enforcement issues will be handled by a committee of district athletic directors. Any violations will also transfer with a student moving into the Des Moines Public School District.

Determination and Appeal Process

The student who is charged with violating the *Code of Conduct* will be notified of the alleged violation and the information that supports the allegation. The student will be given an opportunity to respond. There does not need to be a delay between the time that notice of the allegation is given to the student and the student's opportunity to respond. The Activities Director shall review all evidence and circumstances relevant to the allegation and shall decide regarding the alleged violation of the *Code of Conduct*. In the event the Activities Director determines the student has violated the *Code of Conduct*, the Activities Director will determine the period of ineligibility pursuant to the Penalty Details set forth in the preceding section.

In the event a student/parent seeks to appeal the decision of the Activities Director, the following appeal process shall apply:

- The appeal must be in writing within five (5) school days.
- The appeal must be made by the parent, guardian, or student.
- The appeal must be made to the principal or designee.
- The student will be allowed to practice during the appeal. The student will not be allowed to participate in any contests or performances during the appeal.
- The administrative decision on the appeal will be made within five (5) school days following receipt.

The Activities Appeal Committee will consist of:

- Activities Director
- Principal or designee
- Two coaches/sponsors (not involved with student's activity)
- One teacher

A student charged with or who admits to an involvement in a criminal act not covered elsewhere in the Code may have his/her case brought up for review by the Activities Appeal Committee.

The decision of the appeal committee is final.

COMPLAINT PROCEDURE

This complaint procedure has been developed to handle complaints of discrimination, harassment, or sexual harassment. Employees, applicants for employment, parents, students, and volunteers can file a complaint. Briefly, the complaint procedure includes the following steps:

1. Complainants may talk to their building principal or immediate supervisor to try to resolve the problem informally. If the complaint is based upon the conduct of the Complainant's principal or immediate supervisor, the Complainant may contact that person's immediate supervisor. Complaints should be reported as soon as possible after the event giving rise to the complaint.
2. If the Complainant prefers to proceed with a formal complaint, or if the matter has not been informally resolved, he or she may file a complaint with the District Compliance Officer or the Human Resources Investigations Specialist based on the allegation. Formal complaints should be filed by the Complainant within 30 days after the event giving rise to the complaint or it is determined the complaint cannot be informally resolved.
3. Within 10 working days, the appropriate investigator will begin the investigation. An investigation will include taking a written statement from the Complainant, the Respondent(s) named in the complaint, and those witnesses who have been identified who have relevant information pertaining to the complaint. Relevant documentation will also be collected and considered. During the investigation, a Respondent may elect to have a union representative, friend, counsel or any other individual present during interviews and subsequent meetings.
4. Within 30 working days, the investigator shall complete the investigation and issue a written report making findings with respect to the individual allegations set out in the complaint and rendering an ultimate finding as to whether the greater weight of the evidence, based on the entire record, indicates the district's policies have been violated. Under some circumstances, when many individuals are involved in the investigation or an extensive legal review must be carried out, the investigator will inform the Complainant of the expected date of completion beyond the 30 working days.
5. The district prohibits retaliation against an individual for filing a complaint. Any individual intentionally providing false information in a complaint investigation may be subject to disciplinary action.

In the event the investigator finds:

- A. No violation of District policy, the findings will be shared by the investigator with the Complainant and the Respondent
- B. A violation of the district's policies or no violation of the district's policies but other inappropriate behavior on the part of the Respondent, the findings will be reviewed:
 1. By the investigator with the Complainant and the Respondent; and
 2. By the investigator and Respondent's principal or the immediate supervisor, the director responsible for Respondent, and a representative of Human Resources Management. The Human Resources representative will inform the Respondent of any decision regarding disciplinary action
 3. If disciplinary action is warranted, documentation of the disciplinary action will be placed in the employee's file or the student's file. All other information regarding the case will be kept in confidential files. Any disciplinary consequences will be kept confidential.
 4. The district has no jurisdiction to take disciplinary action over parents and volunteers. However, steps will be taken to ensure individuals do not continue to violate nondiscrimination policies on district property and school-related activities.

The complaint will be closed after the investigator has provided the information to the Complainant and the Respondent unless, within ten days of receipt of the final investigative report, either side files a written appeal to the superintendent setting out the reason(s) they believe the decision should not stand.

In the event of an appeal, the Superintendent/designee shall review the written record and may

meet with the appealing party. The Superintendent/designee may affirm, reverse, modify or remand the matter for further proceedings and shall, within twenty (20) days of the written appeal, provide the decision in writing to the appealing party.

Except in the event of termination of a certified employee, the Superintendent's/designee's decision shall be final.

A parent or guardian who disagrees with the school district's decision regarding a student's identification, evaluation, or educational placement of program accommodations under Section 504 of the Rehabilitation Act of 1973 has a right to an impartial, third-party hearing. They may contact Susan Hope, 901 Walnut Street, Des Moines, Iowa 50309 or call 242-8275 to make the arrangements.

The district encourages individuals to use the internal complaint procedure. However, the Complainant may seek legal advice of his or her choosing or file a formal complaint with the Des Moines Human Rights Commission, Iowa Civil Rights Commission, the Equal Employment Opportunity Commission, or other agencies. If the Complainant seeks other avenues of redress, the district may choose not to conduct its internal complaint procedures.

In accordance with Title IX of the Education Amendments Act of 1972, as amended, the Des Moines Public School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX, against any individual participating in any education program or activity of the district. This prohibition of sex discrimination applies to students, employees, applicants for employment and volunteers. The Board authorizes the Superintendent to adopt grievance procedures for any individual to report sex discrimination including sexual harassment to the District's Title IX Coordinator. These grievance procedures can be found on the district's website <https://www.dmschools.org> (search: Title IX or Policy). Reported complaints can be addressed by informal or formal procedures; provisions of supportive measures to individuals subjected to sexual discrimination, including sexual harassment may be provided regardless of the informal or formal procedure used to address the complaint. The Title IX grievance procedures shall be used to respond to all complaints of sexual discrimination including sexual harassment that fall within the scope/jurisdiction of Title IX. Any reported complaint that does not fall within the scope/jurisdiction of Title IX, may be addressed by any other policy or procedure applicable to the alleged conduct.

Any individual who has questions about the District's Title IX policy and procedures, or wishes to make a report of sex discrimination including sexual harassment may contact the District's designated Title IX Coordinator: Carol J. Wynn-Green, Equity & Inclusion Program Manager
2100 Fleur Avenue, Des Moines, Iowa 50321
Telephone (515) 242-7732
Email carol.wynngreen@dmschools.org.

Retaliation against an individual reporting sex discrimination, reporting sexual harassment or assisting/participating in an investigation is strictly prohibited. Allegations of retaliation should be immediately reported to the District's Title IX Coordinator.

DISTRICT NETWORK AGREEMENT

These procedures are applicable to all student use of Network and Internet systems while using school district property at any location or during school activities at any location.

All use of educational technology must be in support of education and research and be consistent with the mission of the district. In addition, educational technology may only be used in a manner consistent with federal and state law, license agreements and district policy.

Access Network and Internet access is a privilege, which requires a high level of personal responsibility and may be denied due to inappropriate use.

Inappropriate use shall include but not be limited to:

- Using the district system for commercial and/or personal purposes.
- Using the system to transmit inaccurate information.
- Using the system to send, receive or view objectionable material.
- Damaging the security system.
- Using another individual's system account.
- Forging or attempting to forge electronic mail messages.
- Attempting to read, delete, copy or modify electronic mail of other system users.
- Misusing electronic mail retention guidelines.
- Exceeding resource quotas or disk usage quotas.
- Failing to conduct virus checks on downloaded material.
- Vandalizing the system.
- Violating the copyright laws.
- Failing to follow network etiquette procedures.
- Submitting false or misleading information to obtain or retain access to the system.
- Accessing the system in any manner inconsistent with the mission of the school district.
- Interfering with official school district communications

The network administrators may withdraw access at any time as required. The administration, faculty and staff of the district may request the network administrator to deny, revoke or suspend specific system user access.

Students under the age of 18 must have the written approval of a parent or guardian. A signed Individual System User Release Form must be on file with the district. Student privileges will be granted only for one academic year. Access privileges will be indicated on the student's ID card. A signature on the Individual System User Release Form indicates that the person signing the permission form has read and understood any supplemental information, which may be provided with the permission form.

SECURITY USAGE AND GUIDELINES

- Appropriate language will be used in electronic mail and other electronic communications. System users will be respectful of others' opinions.
- System users will not seek information on, obtain copies of, or modify files, other data, or passwords belonging to other system users, or misrepresent other system users, or attempt to gain unauthorized access to the system.
- Communications may not be encrypted to avoid security review.
- Personal information such as addresses, and telephone numbers will remain confidential when communicating on the system. Students will never reveal such information without permission from their teacher or other adults.
- Students will never make appointments to meet people in person that they have contacted on the system without district and parent permission.

- Students will notify their teacher or other adults whenever they come across information or messages that are dangerous, inappropriate, or make them feel uncomfortable.
- A system user guide will be published and available for student distribution.
- All Internet account holders are responsible to notify a system administrator or building administrator promptly upon discovery of any suspected security breach.
- The district unconditionally reserves the right for authorized personnel to review system use and file content. The district reserves the right to remove a system user account on the system or to disconnect any system user to prevent unauthorized activity.

COPYRIGHT

One of the most important issues to be addressed and taught to students is the issue of copyright and the related areas of trademark and licensing. System users may download material for their own use in accordance with applicable copyright laws, district policy and administrative regulations. The Fair Use doctrine allows an individual to reproduce portions of copyrighted work for non-commercial purposes, in some instances. Reproduction beyond fair use requires the permission of the copyright holder or authorized person. The permission must be specified in the document or must be obtained directly from the author in accordance with applicable copyright laws, district policy, and administrative regulations. Violations of copyright law could lead to civil liability with excessive penalties.

System users may upload public domain programs to the system. System users may also download public domain programs for their own use or noncommercially redistribute a public domain program. System users are responsible for determining whether a program is in the public domain.

LIABILITY

Access by the district to the system will be through the establishment of individual accounts. The use of the accounts constitutes acceptance of the account and agreement by the system user to abide by the rules of conduct and to assume responsibility for the content of that account.

The district does not warrant that the functions and services performed by, or the information or software contained in the educational technology resources will meet the system user's requirements or that the system will be uninterrupted or error-free, or that defects will be corrected. The district's system is provided on an "as is, as available" basis. The district does not make any warranties, whether expressed or implied including, without limitation, those of merchantability and fitness for a particular purpose with respect to any services provided by the system and any information or software contained therein.

Student permission forms shall include a provision that the student and his/her parents or guardians will hold the district harmless from student violations of copyright laws, software licensing requirements, student access of inappropriate materials, violations by the student of others' rights to confidentiality, free speech and privacy, and damage to systems accessed by the student.

DISCIPLINE

Appropriate discipline for student network violations will be determined by the building principal or the principal's designee. Violations of the acceptable use guidelines, any district policy or procedure, or any federal or state law, rule or regulation may result in disciplinary action up to and including expulsion.

Disciplinary action will be taken in a manner consistent with the student discipline policy.

Violations, which may be criminal, will be referred to appropriate law enforcement officials.

ANNUAL NOTICE

NOTICE: CORPORAL PUNISHMENT, RESTRAINT, AND PHYSICAL CONFINEMENT AND DETENTION

STATE LAW FORBIDS SCHOOL EMPLOYEES FROM USING CORPORAL PUNISHMENT AGAINST ANY STUDENT. CERTAIN ACTIONS BY SCHOOL EMPLOYEES ARE NOT CONSIDERED CORPORAL PUNISHMENT. ADDITIONALLY, SCHOOL EMPLOYEES MAY USE "REASONABLE AND NECESSARY FORCE, NOT DESIGNED OR INTENDED TO CAUSE PAIN" TO DO CERTAIN THINGS, SUCH AS PREVENT HARM TO PERSONS OR PROPERTY.

STATE LAW ALSO LIMITS SCHOOL EMPLOYEES' ABILITIES TO RESTRAIN OR CONFINED AND DETAIN ANY STUDENT. THE LAW LIMITS WHY, HOW, WHERE, AND FOR HOW LONG A SCHOOL EMPLOYEE MAY RESTRAIN OR CONFINED AND DETAIN A CHILD. IF A CHILD IS RESTRAINED OR CONFINED AND DETAINED, THE SCHOOL MUST MAINTAIN DOCUMENTATION AND MUST PROVIDE CERTAIN TYPES OF NOTICE TO THE CHILD'S PARENT.

IF YOU HAVE ANY QUESTIONS ABOUT THIS STATE LAW, PLEASE CONTACT YOUR SCHOOL. THE COMPLETE TEXT OF THE LAW AND ADDITIONAL INFORMATION IS AVAILABLE ON THE IOWA DEPARTMENT OF EDUCATION'S WEB SITE: <https://educateiowa.gov/>

