LSMSA is committed to creating and maintaining an environment free of harassment, intimidation, bullying, and retaliation. LSMA strictly prohibits any acts, in any form, that may be regarded as harassment, intimidation, bullying, or retaliation by its employees, students, contractors, agents of the school, and anyone participating in school-sponsored activities.

Harassment, bullying, and intimidation mean any intentional gesture or written, verbal, or physical act that a reasonable person under the circumstances should know will have the effect of harming a student or other individual or damaging the student's or individual's property, or placing the student or individual in reasonable fear of harm to life or person or damage to property, and is so severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the student or other individual.

Harassment may also occur under Section 504 and Title II of the ADA when an individual or group of individuals is treated so adversely through intimidation, bullying, or other abusive behavior based on race, color, religion, sex, national origin, age, disability, sexual orientation, or other protected category, that a hostile environment is created, thereby interfering with or denying the individual's participation in or receipt of benefits, services, or opportunities in the LSMSA environment. Sexual harassment includes unwelcome conduct of a sexual nature that is made either explicitly or implicitly a condition of an individual's education, employment, or other participation in an LSMSA program or activity, or a factor in decisions about the individual's education, employment, or participation in school activities based on the individual's submission to or rejection of such unwelcome conduct.

Harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating.

Retaliation is an adverse action taken against an individual for opposing conduct that violates laws and regulations or LSMSA policies; filing a complaint about such conduct; or testifying, assisting, or participating in any manner in an investigation or other proceeding related to a complaint of harassment or discrimination.

Taking adverse action to deter an individual from filing a complaint or providing information to school officials or other authorities about harassment, bullying, intimidation, or any other violations of LSMSA policies or of federal, state, or local laws and regulations is strictly prohibited.

An individual who believes that he or she has been subjected to harassment, bullying, intimidation, or retaliation in violation of this policy should report any such incident immediately. To report an incident or to file a grievance regarding harassing behavior, bullying, intimidation, or retaliation, students may contact the director of student affairs or the director of academic affairs. To report an incident or to file a grievance regarding harassment, intimidation, or retaliation, LSMSA employees, contractors, and others should contact the coordinator of human resources. Additional information regarding a person's rights and protections under this policy may be obtained by contacting the appropriate school official listed herein above.