

THE SCHOOL DISTRICT OF PHILADELPHIA

No. 248

Section: 200 Pupils

Title: Harassment and
Discrimination - Students

Adopted: September 22, 2010

Revised: February 27, 2025

248 HARASSMENT AND DISCRIMINATION - STUDENTS

Purpose

The Board of Education (“Board”) is committed to maintaining schools with inclusive climates that support the social, emotional, and mental health and well-being of all students. The purpose of this policy is to require the School District of Philadelphia (“District”) to maintain an educational environment in which harassment and discrimination in any form is not tolerated and to establish procedures for investigating, responding to, and resolving reports of harassment and discrimination.

The Board prohibits bullying, as well as discrimination or harassment based on a student’s protected class¹, and retaliation. Students, parents, and community members are strongly encouraged to report such incidents using the [Online Bullying Harassment and Discrimination Reporting Page](#)². As further explained below, all staff are required to report acts of bullying, discrimination, harassment or retaliation whether those acts are witnessed by staff or reported to them by others.

Authority

As required by federal, state, and local laws and regulations, the Board shall provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the school environment, including all academic, extra-curricular and school-sponsored activities as well as any off-campus conduct, including online or social media conduct, that has a continuing effect on the campus. The Board prohibits discrimination, including harassment which is a form of discrimination, and retaliation on the basis of known or perceived protected classification, including but not limited to race, color, ethnicity, age, religion,

¹ Protected classifications include race, color, ethnicity, age, religion, sex, sexual orientation (known or perceived), gender identity or expression (known or perceived), shared ancestry and ethnic characteristics, national origin, marital status, pregnancy, English language proficiency, veteran status, and disability

² The reporting page is [Online Bullying Harassment and Discrimination Reporting Page](#)

sex, sexual orientation, sexual harassment gender identity or expression, shared ancestry and ethnic characteristics, national origin, marital status, pregnancy, English language proficiency, veteran status, and disability. [1][2][3][4][5][6][7][8][9][10][11][12][13]

Inquiries regarding the application of these Section 504, Title II, and Title VI, Title IX to the alleged conduct may be referred to the Office of Student Support Services' Compliance Officer/Title IX Officer³, their designee, or to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

Delegation of Responsibility

To maintain an educational environment that discourages and prohibits harassment and discrimination, the Board directs the Superintendent or their designee to designate and authorize the Office of Student Support Services, through its Compliance Officer/Title Coordinator, to enforce this policy. [8]

The Compliance Officer can be contacted at:

Address: 440 N. Broad Street, Philadelphia, PA 19130
Email: antiharassment@philasd.org
Phone Number: 215-400-4830

The Board directs the Superintendent or their designee, through the Office of Student Support Services, to develop administrative procedures to implement this policy, including timeframes for the conclusion of the complaint processes, and for filing and resolving appeals.

All employees shall be responsible to maintain an educational environment free from all forms of harassment and discrimination.

Each student shall be responsible to respect the rights of their fellow students and District employees and to conduct themselves in a manner free from all forms of harassment and discrimination.

Mandatory Regulatory Procedures

The Board prohibits all forms of harassment and discrimination of students and third parties by all District students and staff members, contracted individuals, vendors, volunteers, and third parties in the schools.

³ The District's Compliance Officer also fulfills the role of Title IX Officer and oversees the investigation of allegations of bullying, discrimination, harassment and retaliation under both Administrative Procedures A and B.

The Board directs a non-discrimination statement be included in each student and staff handbook, collective bargaining agreement or professional agreement, and be posted to the District's website.

Parents, students, staff, and community members, who believe a student has been subjected to harassment or discrimination are encouraged to file a complaint via the [Online Bullying Harassment and Discrimination Reporting Page](#)⁴. These complaints must be investigated in accordance with either Administrative Procedures A or B of this policy, as determined by the Compliance Officer/Title IX Coordinator.

All complaints alleging harassment or discrimination made directly to staff, whether verbal or in writing, shall be accepted and documented via the [Online Bullying Harassment and Discrimination Reporting Page](#) in accordance with Administrative Procedure A and B.

This policy applies to students in connection with the school environment, including all academic, extra-curricular and school-sponsored activities as well as any off-campus conduct, including online or social media conduct, that has a continuing effect on the campus.

Administrative Procedure A applies to all allegations of bullying, discrimination, harassment and retaliation. However, when the Compliance Officer/Title IX Officer determines that the conduct as alleged meets the specific definition of sexual harassment under Title IX, the District follows Administrative Procedures B.

Related Procedures:

- [Administrative Procedures - 248B](#)
- [Administrative Procedures - 248A](#)

Legal References:

1. [22 PA Code 12.4](#)
2. [22 PA Code 15.1 et seq](#)
3. [22 PA Code 4.4](#)
4. [24 P.S. 1601-C et seq](#)
5. [24 P.S. 5004](#)
6. [43 P.S. 951 et seq](#)
7. [20 U.S.C. 1681 et seq](#)
8. [34 CFR Part 106](#)
9. [29 U.S.C. 794](#)
10. [42 U.S.C. 12101 et seq](#)
11. [42 U.S.C. 1981 et seq](#)
12. [42 U.S.C. 2000d et seq](#)
13. [U.S. Const. Amend. XIV, Equal Protection Clause](#)

⁴ The reporting page is [Online Bullying Harassment and Discrimination Reporting Page: https://pareporting.hibster.com/Pages/Home.aspx?id=241](https://pareporting.hibster.com/Pages/Home.aspx?id=241).

- [14. Administrative Procedures - 248B](#)
- [15. Administrative Procedures - 248A](#)

Related Information:

[18 Pa. C.S.A. 2709](#)

[20 U.S.C. 1400 et seq](#)

[28 CFR Part 41](#)

[28 CFR Part 35](#)

[34 CFR Part 100](#)

[34 CFR Part 104](#)

[34 CFR Part 110](#)

[U.S. Const. Amend. I](#)

[Policy 122](#)

[Policy 123](#)

[Policy 138](#)

[Policy 216](#)

[Policy 220](#)

[Policy 247](#)

[Policy 251](#)

[Policy 252](#)

[Policy 320](#)

[Policy 701](#)

[Policy 806](#)

[Policy 815](#)

[Online Bullying Harassment and Discrimination Reporting Page](#)