

A SCHOOL MISSION AND BELIEF STATEMENT

It is the sincere belief of Hopi Junior/Senior High School that all children can learn. Students shall be provided the educational opportunity to participate in their education and to reach their maximum potential.

We recognize the diversity of Native American culture and traditions and will affirm this diversity whenever and wherever possible. The school shall instill a desire for students to attend school daily, increase parent and community involvement, and create a positive environment for learning. It is the sincere belief that graduates of the Hopi Junior/Senior High School will become self-supporting, contributing members of society.

Adopted: date of manual adoption

AA ©
SCHOOL LEGAL STATUS

The legally designated name of the School is Hopi Junior/Senior High School, Incorporated.

Adopted: date of manual adoption

LEGAL REF.:

A.R.S.

[15-101](#)

[15-441](#)

[15-442](#)

Arizona Constitution, Art. XI, Sections 1 - 4

Arizona Constitution, Art. XX, Paragraph 7

AA-E ©

EXHIBIT

SCHOOL LEGAL STATUS

(Legal Description)

HOPI JUNIOR/SENIOR HIGH SCHOOL, INCORPORATED

KEAMS CANYON, NAVAJO COUNTY, ARIZONA

The geographic boundaries of the School are coterminous with those of the Hopi Reservation.

ABA ©
COMMUNITY INVOLVEMENT IN EDUCATION

The Board recognizes that the public has substantial resources of training and experience that could be useful to the school. The strength of the School is in large measure determined by the manner and degree to which these resources are utilized in an advisory capacity and to the degree that these resources are involved in supporting the improvement of the local educational program.

The advice of the public will be given careful consideration. In the evaluation of such contributions, the first concern will be for the educational program as it affects the students. The final decision may depart from this advice when in the judgment of the staff and the Board such advice is not consistent with goals adopted by the Board, consistent with current educational practice, or within the reach of the financial resources available.

Adopted: date of manual adoption

LEGAL REF.:

A.R.S.

[15-321](#)

CROSS REF.:

[IJ](#) - Instructional Resources and Materials

KB - Parental Involvement in Education

ABAA ©
PARENTAL INVOLVEMENT

Based on the philosophy of the School, it is the intent of the Board that parental involvement in the School be defined in the broadest possible terms.

Further, it is the intent of the Board, under such a definition, that the Superintendent will, within the capabilities of the District staff and the financial limitations of the District, at both the District and school levels, incorporate to the maximum extent possible, a variety of activities, strategies, and mechanisms into the District and school structures that provide for the:

- active involvement of,
- active support to,
- effective interaction with, and
- development of

parents as active partners in a student support team effort that will enhance the capacity of all students to reach their optimum potential.

Adopted: date of manual adoption

LEGAL REF.:

A.R.S.

[15-341](#)

[15-342](#)

CROSS REF.:

KB - Parental Involvement in Education

AC ©**NON - DISCRIMINATION / EQUAL OPPORTUNITY**

The Board is committed to a policy of nondiscrimination in relation to race, color, religion, sex, age, national origin, and disability. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Board does business.

Adopted: date of manual adoption

LEGAL REF.:

A.R.S.

[23-341](#)[41-1463](#)20 U.S.C. 1400 *et seq.*, Individuals with Disabilities Education Act

20 U.S.C. 1681, Education Amendments of 1972, Title IX

20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

29 U.S.C. 794, Rehabilitation Act of 1973, (Section 504)

42 U.S.C. 2000, Civil Rights Act of 1964, Titles VI and VII

42 U.S.C. 12101 *et seq.*, Americans with Disabilities Act

Arizona Constitution, Ordinance Art. XX, Par. Seventh

CROSS REF.:

[ACA](#) - Sexual Harassment[GBA](#) - Equal Employment Opportunity[IHBA](#) - Special Instructional Programs and Accommodations for Disabled Students[JB](#) - Equal Educational Opportunities[KED](#) - Public Concerns/Complaints about Facilities or Services

AC-R ©

REGULATION

NONDISCRIMINATION / EQUAL OPPORTUNITY**Compliance Officer**

The Superintendent shall be the compliance officer. Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the School or who knows of such discrimination against another person should file a complaint with the Superintendent. If the Superintendent is the one alleged to have unlawfully discriminated, the complaint shall be filed with the President of the Board.

Complaint Procedure

The School is committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Superintendent shall investigate and document complaints filed pursuant to this regulation as soon as reasonable. In investigating the complaint, the Superintendent will maintain confidentiality to the extent reasonably possible. The Superintendent shall also investigate incidents of policy violation that are raised by the Governing Board, even though no complaint has been made.

If after the initial investigation the Superintendent has reason to believe that a violation of policy has occurred, the Superintendent shall determine whether or not to hold an administrative hearing and/or to recommend bringing the matter before the Board.

If the person alleged to have violated policy is a teacher or an administrator, the due-process provisions of the School's Policy GCQF shall apply, except that the supervising administrator may be assigned to conduct the hearing. In cases of serious misconduct, dismissal or suspension proceedings in accordance with A.R.S. [15-539](#) *et seq.* may be initiated.

If the person alleged to have violated policy is a support staff employee, the Superintendent may follow due process and impose discipline under Policy GDQD if the evidence so warrants. The Superintendent also may recommend a suspension without pay, recommend dismissal, or impose other appropriate discipline.

If the person alleged to have violated policy is a student, the Superintendent may impose discipline in accordance with policies JK and JKD.

If the Superintendent's investigation reveals no reasonable cause to believe policy has been violated, the Superintendent shall so inform the complaining party in writing.

AC-E ©

EXHIBIT

NONDISCRIMINATION / EQUAL OPPORTUNITY

COMPLAINT FORM

(To be filed with the compliance officer as provided in AC-R)

Please print:

Name _____ Date _____

Address _____

Telephone _____ Another phone where you can be reached _____

During the hours of _____

E-mail address _____

I wish to complain against:

Name of person, school (department), program, or activity _____

Address _____

Specify your complaint by stating the problem as you see it. Describe the incident, the participants, the background to the incident, and any attempts you have made to solve the problem. Be sure to note relevant dates, times, and places.

If there is anyone who could provide more information regarding this, please list name(s), address(es), and telephone number(s).

Name _____ Address _____ Telephone Number _____

ACA © SEXUAL HARASSMENT

All individuals associated with this School, including, but not necessarily limited to, the Governing Board, the administration, the staff, and students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made by a member of the school staff to a student or to another staff member, or when made by a student to another student where:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment or education; or
- Submission to or rejection of such conduct is used as a basis for employment or education decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's educational or work performance, or creating an intimidating, hostile, or offensive employment or education environment.

Sexual harassment may include, but is not limited to:

- Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets, assault, touching, impeding or blocking movement, leering, gestures, or display of sexually suggestive objects, pictures, or cartoons.
- Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction between peers is not considered sexual harassment.)
- Implying or withholding support for an appointment, promotion, or change of assignment; suggesting that a poor performance report will be prepared; suggesting that probation will be failed; implying or actually withholding grades earned or deserved; or suggesting that a scholarship recommendation or college application will be denied.
- Coercive sexual behavior used to control, influence, or affect the career, salary, and/or work environment of another employee; or engaging in coercive sexual behavior to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.
- Offering or granting favors or educational or employment benefits, such as grades or promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors.

Anyone who is subject to sexual harassment, or who knows of the occurrence of such conduct, should inform the compliance officer, as provided in ACA-R.

A substantiated charge against a staff member of the School shall subject such staff member to disciplinary action.

A substantiated charge against a student in the School shall subject that student to disciplinary action, which may include suspension or expulsion.

All matters involving sexual harassment complaints will remain confidential to the extent possible.

Adopted: date of manual adoption

LEGAL REF.:

A.R.S.

[41-1461](#) *et seq.*

20 U.S.C. 1681, Education Amendments of 1972, Title IX

20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

42 U.S.C. 2000, Civil Rights Act of 1964 as amended, Title VII

CROSS REF.:

[AC](#) - Nondiscrimination/Equal Opportunity[GBA](#) - Equal Employment Opportunity[IHBA](#) - Special Instructional Programs and Accommodations for Disabled Students[JB](#) - Equal Educational Opportunities[KED](#) - Public Concerns/Complaints about Facilities or Services[KFA](#) - Public Conduct on School Property

ACA-R ©

REGULATION

SEXUAL HARASSMENT**Compliance Officer**

The Superintendent shall be the compliance officer. Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the School or who knows of such discrimination against another person should file a complaint with the Superintendent. If the Superintendent is the one alleged to have unlawfully discriminated, the complaint shall be filed with the President of the Board.

Complaint Procedure

The School is committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Superintendent shall investigate and document complaints filed pursuant to this regulation as soon as reasonable. In investigating the complaint, the Superintendent will maintain confidentiality to the extent reasonably possible. The Superintendent shall also investigate incidents of policy violation that are raised by the Governing Board, even though no complaint has been made.

If after the initial investigation the Superintendent has reason to believe that a violation of policy has occurred, the Superintendent shall determine whether or not to hold an administrative hearing and/or to recommend bringing the matter before the Board.

If the person alleged to have violated policy is a teacher or an administrator, the due-process provisions of the School's Policy GCQF shall apply, except that the supervising administrator may be assigned to conduct the hearing. In cases of serious misconduct, dismissal or suspension proceedings in accordance with A.R.S. [15-539](#) *et seq.* may be initiated.

If the person alleged to have violated policy is a support staff employee, the Superintendent may follow due process and impose discipline under Policy GDQD if the evidence so warrants. The Superintendent also may recommend a suspension without pay, recommend dismissal, or impose other appropriate discipline.

If the person alleged to have violated policy is a student, the Superintendent may impose discipline in accordance with policies JK and JKD.

If the Superintendent's investigation reveals no reasonable cause to believe policy has been violated, the Superintendent shall so inform the complaining party in writing.

ACA-E ©

EXHIBIT

SEXUAL HARASSMENT

COMPLAINT FORM

(To be filed with the compliance officer as provided in ACA-R)

Please print:

Name _____ Date _____

Address _____

Telephone _____ Another phone where you can be reached _____

During the hours of _____

E-mail address _____

I wish to complain against:

Name of person, school (department), program, or activity _____

Address _____

Specify your complaint by stating the problem as you see it. Describe the incident, the participants, the background to the incident, and any attempts you have made to solve the problem. Be sure to note relevant dates, times, and places.

If there is anyone who could provide more information regarding this, please list name(s), address(es), and telephone number(s).

Name _____ Address _____ Telephone Number _____

AD EDUCATIONAL PHILOSOPHY / SCHOOL MISSION

Any philosophy of education is a reflection of spoken or unspoken beliefs about schooling and the learning process. As a community we have worked over twenty (20) years to bring our youth back to this school for their secondary education. We want the best educational experience possible for our youth so that, whatever choices are made in the future by our children, they will have a solid basic academic foundation for success. In order to support the continuation of the Hopi culture the school will, to the degree possible, reflect and support the culture of the Hopi people.

The basic purpose of this school on the Hopi Reservation is to prepare students for college or other additional kinds of schooling leading to employment and self-sufficiency. The following goals are based upon our belief that our children must have a solid basic academic foundation for success when they graduate from this school:

- We shall work to provide a broad range of academic programs: for the college-bound student, for the general-education student, for the vocationally oriented student, for the gifted and talented student, for the student in need of remediation, and for the educationally handicapped student.
- We shall emphasize and assist students in achieving mastery of the core subjects of English (reading, writing, speaking), math, science, and social studies as articulated in the school's curriculum guide.
- We shall help to support and maintain the Hopi culture through instruction in Hopi values and traditions and in the conservation of the natural resources in our environment as articulated in the school's curriculum guide.
- We shall perpetuate through instruction and serving as role models the following values of our society:
 - The equality of all mankind.
 - A commitment to individual freedom.
 - The democratic principals of government.
 - The maintenance of political liberty.
 - The democratic process.
 - Responsible citizenship.
 - The importance of family and clan.
- We shall provide a program of instruction in which students acquire skills in the areas of computers and knowledge in the content of sex education.
- We shall provide a full range of counseling services at the school to address the needs and concerns of students.
- We shall actively work to resolve the problems of alcohol and substance abuse among our Hopi youth.
- We shall maintain an orderly school environment/climate that encourages and fosters student learning.

- We shall promote the self-worth, self-esteem, and self-responsibility of students through programs of the school and through respect for the rights of others, regardless of culture, race, sex, or age.
- We shall work to develop in each student an inquiring mind that is curious, problem-solving skills for decision making, and industriousness.

The implementation of this philosophy and the goals will require the cooperation and efforts of all members of the school and the community: the personnel of the Tribe, the people of the villages, the parents of the students, the employees of the school, and most importantly the students themselves. We seek your assistance in making our beliefs a living reality in the education of our children.

Adopted: date of manual adoption

LEGAL REF.:

Arizona State Constitution, Article XI, Section 1