



TO: PROPEL STUDENTS, PARENTS/GUARDIANS AND STAFF
FROM: DR. TINA CHEKAN, SUPERINTENDENT
RE: PROPEL'S COMMITMENT TO ANTI-DISCRIMINATION, ANTI-BULLYING AND ANTI-HARASSMENT
DATE: OCTOBER 29, 2015

As part of Propel's on-going efforts to provide a safe learning environment for all of our students, I am pleased to announce that Propel has recently updated its policies and procedures prohibiting discrimination, bullying, and harassment for any reason, including discrimination, bullying, and harassment based on disability.

The revised policies and procedures reinforce what has always been Propel's broad policy: **PROPEL WILL NOT TOLERATE ACTS OF DISCRIMINATION, BULLYING OR HARASSMENT FOR ANY REASON, INCLUDING ACTS OF DISCRIMINATION, BULLYING, OR HARASSMENT BASED ON A PERSON'S DISABILITY.**

Under Propel's policies, *discrimination* is any behavior (including insults, jokes, written materials, ostracism, intimidation) that marginalizes, isolates or harasses a student due to his/her race, color, age, creed, religion, gender (including gender identification), sexual orientation, ancestry, national origin, marital status, pregnancy, genetic history, or disability.

Bullying is severe, persistent or pervasive behavior directed at one or more students if the behavior creates a threatening environment that substantially interferes with educational opportunities, benefits, or programs of one or more students, or substantially interferes with the orderly operation of Propel. Bullying includes *cyber-bullying*, which is defined as using E-mail, instant messaging, text messaging, mobile telephones, blogs, chat rooms, social media, and/or websites to create a threatening environment that substantially interferes with educational opportunities, benefits, or programs of one or more students, or to substantially interfere with the orderly operation of Propel.

Harassment (covered by Propel's Nondiscrimination Policy) is defined as any unwanted conduct that is based on a person's race, color, religion, gender (including gender identification), pregnancy, sexual orientation, national origin, disability or genetic information if the conduct is severe or pervasive enough to create an educational environment that a reasonable person would consider intimidating, hostile, or abusive.

Also prohibited by the policies is *retaliation*, which is defined as threatening, intimidating, or taking any other adverse action against anyone who reports or who participates in the investigation of an incident of discrimination, bullying or harassment.

Although Propel takes seriously every complaint, not every unpleasant encounter is an act of discrimination, bullying, harassment or retaliation. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not be considered prohibited conduct. Prohibited conduct is only conduct that (i) creates an educational environment that would be intimidating, hostile, or offensive to reasonable people; or (ii) would cause a reasonable person to refrain from reporting an incident or participating in an investigation out of fear of suffering negative consequences.

Propel is committed to conducting prompt investigations of complaints. We encourage any person who believes he/she has been the victim of discrimination, bullying, harassment or retaliation for any reason, including discrimination, bullying, or harassment based on disability, to report the matter to Propel. **A list of building principals (to whom the first report should be made) is attached to this letter.**

Anyone who commits an act of discrimination, bullying, harassment or retaliation will be promptly disciplined consistent with Propel's Code of Conduct and applicable law.

The revised policies, which include reporting procedures and disciplinary measures, are found in the Code of Conduct. The Code of Conduct can be accessed by going to the Propel website, clicking the Student Services tab (under About Us), and choosing Code of Conduct. The link is http://drozmarketing.com/propel/docs/code_conduct.pdf.

Links to the revised policies are also available at the Student Services tab as follows:

<http://www.propelschools.org/services.php>

(All policies include anti-retaliation provisions)

Policies are also posted in the Main Office, Cafeteria, Teacher's Café, and Nurse's Office.

Students, parents/guardians and staff are encouraged to work together to prevent discrimination, harassment, bullying, and retaliation. With your help we will be able to maintain a safe and nurturing educational environment. Thank you for supporting us in this important task.

Very truly yours,

Dr. Tina Chekan
Superintendent

CONTACT INFORMATION

Compliance Officer

Dr. Tina Chekan, Superintendent
tchekan@propelschools.org
3447 East Carson Street
Suite 200
Pittsburgh, PA 15203
412-325-7305
412-325-7309 (fax)

Building Principals

Andrew Street High School

Ms. Angela Allie, Principal
aallie@propelschools.org
605 East Tenth Ave
Munhall, PA 15120
412-462-4625
412-462-6980 (fax)

Braddock Hills Elementary

Jocelyn Artinger, Principal
jartinger@propelschools.org
1500 Yost Blvd
Braddock Hills, PA 15221
412-271-3061 x 1436
412-271-0865 (fax)

Braddock Hills High School

Robert Bischoff, Co-Principal
rbischoff@propelschools.org
Pat Coyle, Co-Principal
patcoyle@propelschools.org
1500 Yost Blvd, Suite 2
Braddock Hills, PA 15221
412-271-4929 x 1107
412-271-4905 (fax)

East

Sandra Gough, Co-Principal
sgough@propelschools.org
Mike Evans, Co-Principal
mevans@propelschools.org
1611 Monroeville Ave
Turtle Creek, PA 15145
412-823-0347

Hazelwood

LaKiesha George, Principal
lakieshageorge@propelschools.org
5401 Glenwood Avenue
Pittsburgh, PA 15207
412-325-0492
412-325-0494 (fax)

Homestead

Carrie Miller, Principal
cmiller@propelschools.org
129 East Tenth Ave
Homestead, PA 15120
412-464-2604
(412) 464-2605 (fax)

McKeesport

Lauren DiMartino, Principal
laurendimartino@propelschools.org
2412 Versailles Ave
McKeesport, PA 15132
412-678-7215 x1012

Montour

Matt Strine, Principal
mstrine@propelschools.org
340 Bilmar Drive
Pittsburgh, PA 15205
412-539-0100 (x1344)

Northside

Sarah Lordi (x1128), Co-Principal
slordi@propelschools.org
Angela Taylor (x1398), Co-Principal
angelataylor@propelschools.org
1805 Buena Vista St
Pittsburgh, PA 15212
412-325-1412
412-325-1428 (fax)

Pitcairn

Joseph Oliphant, Co-Principal
joliphant@propelschools.org
Ariane Watson, Co-Principal
awatson@propelschools.org
435 Agatha Street
Pitcairn, PA 15140
412-457-0020