

BROWARD COUNTY PUBLIC SCHOOLS BULLYING/HARASSMENT APPEALS FLOWCHART

STUDENT ACCUSED APPEALS	STAFF ACCUSED APPEALS		
	ACCUSED IS NON- INSTRUCTIONAL STAFF	ACCUSED IS INSTRUCTIONAL STAFF	ACCUSED IS PRINCIPAL OR ADMINISTRATOR
Level 1 Appeal: School Principal	Alleged target Level 1 Appeal: <ul style="list-style-type: none"> District based - employee's administrative supervisor School based - principal 	Alleged target Level 1 Appeal: <ul style="list-style-type: none"> District based - employee's administrative supervisor School based - principal 	Alleged target Level 1 Appeal: <ul style="list-style-type: none"> District based – Department Director School based principal – Regional/ Associate Superintendent
	Accused receiving corrective action: Follow the procedures outlined in the appropriate Bargaining Agreement .	Accused receiving corrective action: Follow the procedures outlined in the appropriate Bargaining Agreement .	Accused receiving corrective action: Follow the procedures outlined in the appropriate Bargaining Agreement .
Level 2 Appeal: Regional/Associate Superintendent	Alleged target Level 2 Appeal: <ul style="list-style-type: none"> District based – Department Director School based – Director of Teaching & Learning 	Alleged target Level 2 Appeal: <ul style="list-style-type: none"> District based – Department Director School based – Director of Teaching & Learning 	Alleged target Final Determination Level 2 Appeal: Director of Talent Acquisition & Operations for Non-Instructional
Final Determination Level 3 Appeal: The Superintendent designee, Executive Director, Office of Student Services	Alleged target Final Determination Level 3 Appeal: Director of Talent Acquisition & Operations for Non-Instructional	Alleged target Final Determination Level 3 Appeal: Director of Talent Acquisition & Operations for Instructional	

FOR ALL APPEALS REGARDLESS OF ACCUSED BEING STAFF OR STUDENT

- All alleged target appeals will be made by the appealing party in writing within five days.
- Days refers to school days for school-based staff and workdays for District staff.
- Alleged target appeal investigations will be completed within five days from receipt of the appeal at all appeal levels.
- Upon completion, the appealing party will be notified in writing of the appeal's results by the investigating party.
- With student appeals, consequences and the Hope Scholarship are not held in abeyance during appeal.
- Employees wishing to file a complaint of harassment, sexual harassment, discrimination and/or bullying based on a protected category listed in Federal and State Laws, Local Regulations and/or School Board Policy 4001.1, are to be referred to the Department of EEO/ADA Compliance.