

FORM 21 – Retaliation Safety Assurance Notice

Purpose: This notice is provided **after** a student or parent reports a concern, complaint, or discrimination issue. Its purpose is to remind all parties that retaliation is **prohibited by law**, and that the student must be protected from negative treatment as a result of reporting.

Why this is required: Under Title IX, ADA/504, and Oregon civil rights protections, students must be assured that reporting a concern will not result in punishment, exclusion, loss of playing time, or negative treatment. The district must show in writing that the student's rights are protected.

RETALIATION SAFETY ASSURANCE NOTICE

Student Name: _____ **Activity/Sport:** _____

Date of original concern/report filed: _____

This notice confirms that the student listed above is protected from **any form of retaliation**, including:

- ☒ Loss of playing time as punishment for reporting
- ☒ Removal from position, role, or team standing
- ☒ Being ignored, isolated, or sidelined
- ☒ Intimidation, pressure, or hostility
- ☒ Negative treatment by peers or staff
- ☒ Coaching behavior that discourages further reporting

The District Affirms:

- ☐ The student will be monitored for safety and wellbeing
- ☐ The student will not be penalized for reporting
- ☐ Participation access remains intact while review is ongoing
- ☐ Any retaliation will be treated as a separate violation
- ☐ Retaliation may result in staff discipline

Student/Family Acknowledgment - This notice does **not** require agreement — only receipt and understanding.

Parent/Guardian Signature (acknowledging notice received):

_____ Date: _____

Student Signature (optional):

_____ Date: _____

District Representative

Administrator / Title IX Designee: _____

Signature: _____ Date: _____