

EQUAL ACCESS FOR RECRUITERS

***FINAL DRAFT

Recruiters of all types are cautioned to remember that the primary goal of the Seattle high schools is to educate the students who are enrolled in that school. It is the understanding that all recruiters shall be given equal access to SPS high schools, but no recruiter shall have the opportunity to visit any single campus more frequently than any other recruiter. For the purposes of this procedure, each branch of the military is considered to be a separate recruiting organization.

Pursuant to Seattle School Board Procedure F 08.02, Nathan Hale High School establishes the following procedure regarding Equal Access for Recruiters:

Procedure:

1. 1. All recruiters must have permission to recruit on campus. Permission is obtained through Cathy Hagood in the Career Center by contacting clhagood@seattleschools.org or (206) 252-3767. Permission may be granted for a maximum of one school year.
2. 2. Recruiters of all types will be allowed on campus a maximum of one (1) time per semester. Approved recruiters must contact Cathy Hagood to make arrangements for the specific times they wish to recruit on campus.
3. 3. All recruiters need to sign in and out through the main office each time they come to campus. Recruiters must clearly identify on their person the organization for which they are recruiting. Military recruiters must be in uniform.
4. 4. While on campus all recruiters may set up only in the Career Center or the LRC as appropriate for the informational activity and/or display. Exceptional circumstances will be referred to the career specialist and/or administration. Recruiters who choose to set up in other locations on campus will be asked to remove their display and leave campus.
5. 5. No direct recruiting of students may happen in any classroom during any class period or during any time while class is in session including an assembly (a person invited into the classroom to relay their experience does not fall under this provision). Recruiters may not encourage students to miss curricular instruction.
6. 6. Recruiters may make no individual appointments or private appointments to meet with students on campus. Further, Nathan will not support nor make arrangements for recruiters to meet with students privately during a time that the student is scheduled to be in class.
7. 7. Recruiters may leave promotional material in the Career Center as long as that information is dated and is clearly marked with a contact name and number that individuals can call with questions or concerns.
8. 8. These rules will be posted in the Main Office, Counseling Office, Career Center, and on the Nathan Hale website. Further, copies of these rules will be provided to each recruiter opting to recruit on the campus of Nathan Hale.
9. 9. The Career Counselor and Head Secretary will maintain a calendar of visits and sign in sheets that will be forwarded to the Office of the

Superintendent no later than July 15th of every school year.

Recruiters or recruiting activities that interfere with the traditional activities of a given school day, harass students, staff, or community members, provide misleading or untrue information, or do not comply with Seattle School Board policy and procedures are not permitted. The principal, program manager, or supervisor may withhold approval of the recruiters or recruiting organization's access if the recruiting activity adversely affects traditional school events or activities or if the visitor's presence becomes disruptive. Further, it is the intention of the School Board that all recruiters comply with School Board Policy C 03.00, which states "it is the intention of the Seattle School Board to prohibit harassment, intimidation, and bullying. This includes, but is not limited to harassment, intimidation, and bullying based upon race, color, religion, ancestry, national origin, economic status, gender, sexual orientation, gender identity, pregnancy, marital status, physical appearance, or mental, physical, or sensory disability. This prohibition shall apply to all District employees, volunteers, parents/guardians, and students, including contact between students, between adults, and between adults and students."

Disclaimer: *All recruiting information is provided by the recruiters or their organization and is not evaluated or endorsed by Nathan Hale or by the Seattle Public Schools.*

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