

Book	Policy Manual
Section	100 - Board Operations
Title	Anti-Hate Speech
Code	114
Status	Draft in Development

All learners should receive an educational experience that helps them reach their full potential, regardless of race, family income, language, background, personal characteristics, and ability. As a District, we must identify and address implicit personal and institutional bias that exists within our learning environment to help ensure that our learners have what they need to develop their potential. Our learning community is viewed as stronger for its greater diversity and prepares our students to live and work in a more diverse world.

The District will provide a safe, secure, and respectful learning environment for all students in school buildings, on school grounds and school buses, and at school-sponsored activities. Hate speech has a harmful social, physical, psychological, and academic impact on our school community. Hate speech is not protected speech. The District will not tolerate any form of hate speech, and will consistently and vigorously seek to eliminate it.

All students, administrators, teachers, and staff share responsibility for our learning environment. The District expects that school staff will immediately intervene when observing any issues contrary to the policy, and promptly report any potential violations of this policy to a school administrator so that it can be properly addressed through appropriate educational and/or disciplinary actions.

Hate speech is any form of communication that attacks, threatens, degrades, or insults a person or group based on their race, color, national origin, ancestry, creed, age, gender, disability, sexual orientation, gender variance, or any other group. It includes, but is not limited to:

1. Language, gestures, or other actions such as using racial slurs;
2. Displaying, writing, or wearing items; or
3. Communications on social media or other technology.

Hate speech does not include educational materials or lessons that are used by the district or its staff in good faith. However, we, as a district, are choosing not to read aloud slurs in texts that we teach. By disallowing the usage of slurs, even when it comes to reading a text out loud, we are demonstrating to our students that words have power. As individuals, we don't get to arbitrarily decide when they are hurtful and offensive. Although textual integrity is important, we believe that:

1. The idea of "a pass" to say a slur because it is in a text, ignores the systemic pass that insulates some identities from degradation, which in return, reinforces the privilege of those groups.
2. Reading a slur denies the experiences, perspectives, and consequences for people who have had to live with the impacts of language beyond school.
3. There's a difference between "getting" to use a derogatory term and having to live with its dehumanizing effects.
4. Using a slur can affect the ability to learn by invoking stereotypes and stereotype threats.

In addition to not reading the word aloud, staff members are expected to acknowledge to students that while this word/phrase exists in this text and may be seen as having literary value, the words will not be read or spoken in class. The staff member should share with students why the words are not being shared referencing the reasons shared above. Staff members with questions/concerns about this position are encouraged to speak to building administrators and/or the literacy coordinator that services their building.

No student shall engage in hate speech while on school property, at a school-sponsored event, on school-provided transportation, or while under the supervision of a school authority that endangers the property, health, or safety of others, that causes a substantial disruption to the educational environment, or that collides with the rights of others.

Likewise, no student shall engage in hate speech while not on school property, or not under the supervision of a school authority, that endangers the property, health or safety of others at school, that causes a substantial disruption to the educational environment or that collides with the rights of others, including, but not limited to, bullying or harassment targeting particular individuals, or threats aimed at school staff or other students.

No employee shall engage in hate speech while engaged in the performance of their job duties while representing the District in an official capacity or while off-duty that causes a substantial disruption to the educational environment and/or impairs the employee's ability to perform their job duties effectively.

Retaliation against a victim, good faith reporter, or a witness of hate speech is prohibited. Any District employee or student who engages in retaliation shall be subject to discipline for that act in accordance with District policies and building procedures, up to and including a recommendation for expulsion or termination.

Any person violating this policy will be subject to disciplinary action as permitted by and consistent with applicable federal and state laws and regulations, the Employee Handbook, the applicable Student Handbook, the Co-curricular Handbook and/or other Board policies. If a violation of this policy is not found, the behavior may still be subject to other District policies, handbooks or procedures.

Anyone having knowledge of an action which they believe violates the above policy should report the incident as specified in the reporting procedures for Board Policy 113.

Legal Ref.:

Cross Ref.:

113 Nondiscrimination in District Programs, Activities and Operations
113-Rule(1) District Response to Alleged Sexual Harassment Under Title IX
113-Rule(2) Expectations for Employees to Report Discrimination and Harassment
113-Exhibit(1) Title IX Notice
113-Exhibit(2) Nondiscrimination Based on Disability
113-Exhibit(3) Nondiscrimination Based on Age
411 Student Nondiscrimination and Equal Educational Opportunities
411.1 Student Harassment Based on a Legally-Protected Status
443.71 Anti-Bullying and Anti-Harassment
511 Equal Opportunity Employment and Nondiscrimination
512 Harassment Based on a Legally-Protected Status
522.3 Workplace Violence, Threats, Intimidation, and Harassment