

Prohibition of Hate-Motivated Behavior

In recognizing the need to provide orderly, caring and nondiscriminatory school learning environments, the Board of Trustees affirms the right of all students, staff and parent/guardians to be protected from all behavior that is hate-motivated. The Board of Education directs the Superintendent to develop practices to insure protection from hate crimes, abusive statements or any activities that degrade an individual's race, culture, heritage, sexuality, physical/mental attributes, or religious beliefs and practices.

The Board recognizes that such hate-motivated acts, whether verbal or physical are not only inflammatory and damaging to the victim's self-esteem, but also serve to jeopardize the safety and well being of students, staff and parents/guardians. Therefore, hate-motivated behavior will not be tolerated. This expectation shall be specifically delineated in the age appropriate Student Conduct Code. The Board directs the Superintendent to develop procedures that prohibit such acts and appropriately discipline students and staff engaging in such unacceptable behavior. Such discipline procedures may include, but not be limited to, suspension or recommendation for expulsion as authorized in the Education Code.

Staff shall be expected to teach students the meaning of equality, human dignity, and mutual respect, and the employ cooperative learning strategies that foster positive interactions in the classroom among students from diverse backgrounds. The district shall provide instruction and counseling designed to promote positive racial and ethnic identity, help students understand diverse cultures, teach them to think critically about racial bias, gender equity, and show them how to deal with discriminatory behavior in appropriate ways.

Students shall have opportunities to voice their concerns about school policies and practices and to share responsibility for solving problems that affect their school. The Superintendent or designee may initiate student courts, campus beautification projects, buddy systems, vandalism prevention campaigns, and other similar programs. Staff shall encourage and reward success and achievement, participation in community projects, and positive student conduct.

Legal References: Education Code
 32230-32239 Conflict Resolution and School Violence
 Reduction Program
 35160-35160.1 Authority of school districts
 44806 Duty concerning instruction of students
 48900 Conditions for Suspension, Expulsion
 48900.3 Hate Violence
 Penal Code
 422.6 Civil Rights Defined

TUSD Adopted:8/24/99