



since 1979

Anti-Bias Policy

Addendum January 2020

San Francisco Waldorf School believes that all members of the community- students, faculty, staff, parents, and volunteers- have the right to have their culture acknowledged and respected. We recognize the importance of supporting and celebrating the diversity of experiences, perspectives, expectations, knowledge, and skills.

Therefore, no member of the SF Waldorf community will be discriminated against on any grounds including, but not limited to: race, ethnicity, color, sex, gender identity or expression, age, religion, national origin, sexual orientation, disability, socioeconomic status, health, body type, language, family constellation, learning difference, and/or culture.

Everyone in the community has an obligation to promote mutual respect, tolerance, and acceptance. SF Waldorf community members who witness or have reliable information about a student, faculty, or staff member, being subjected to harassment, intimidation, and/or bullying, whether verbal or physical, are responsible to report these incidents, defined here forth as bias incidents. We are committed to addressing the hurtful impact that bias incidents have within our community.

Goals of the Anti-Bias Policy

- To outline and communicate policy and procedure for bias incidents that all SF Waldorf community members follow
- To put in place a clear process of restoration for all parties involved, including families
- To establish institutional memory of bias incidents

Definition of a Bias Incident

Harmful acts, conscious or unconscious, based on race, ethnicity, color, sex, gender identity or expression, age, religion, national origin, sexual orientation, disability, socioeconomic status, health, body type, language, family constellation, learning difference, and/or culture. Both intentional and unintentional mistreatments based on these categories will be responded to in order to protect and educate all students.

Harmful acts prohibited by the school may include, but are not limited to:

- Physical Aggression: physical harm or destroying property
- Social Aggression: rumors, racial slurs, or exclusion from a group, anti-social act
- Verbal Aggression: name calling, teasing, or threatening about any of the above implied or explicit threats concerning one's grades, achievements, or other school matter
- Intimidation: phone calls, mean tricks, or taking possessions
- Written Aggression: threatening notes or graffiti, text message or direct message
- Sexual Harassment: comments or actions of a sexual nature that make the recipient uncomfortable

- Racial, Cultural, or Ethnic Harassment: comments or actions containing racial or ethnic overtones (direct or indirect) that make the recipient uncomfortable

See policy on Sexual Harassment and/or Anti-Bullying.

Scope

Anti-Bias Policy is in effect while students are on school grounds, school property, school-sponsored and school-related activities, and while students are using any electronic technology (school-owned or otherwise) off school premises, that materially and substantially disrupt a student's learning or school environment.

Procedure

Once a bias incident is discovered, observed, or reported, it will be interrupted immediately or as quickly as possible, as follows:

1. When appropriate, adult fills out Incident/Accident Report
2. When developmentally appropriate (as deemed by the teachers), all students involved may meet privately with witnessing faculty member(s)
 - a. If not witnessed by class teacher(s) of students involved, inform class teacher immediately, then inform any of the students' other teachers
3. Begin Restorative Practices. This may include one of the following, but not limited to:
 - a. Pedagogical Story
 - b. Play Date/Partnership
 - c. Letter of Apology
 - d. Class Meeting
 - e. Parent Evening Topic
 - f. Guest Speaker Recommendation
4. Faculty member(s) follow up with students and parents as stipulated by the Follow-Up Bias Incident Report
5. Incident/Accident Reports and Follow-Up Bias Incident Reports are submitted to the Grade School Chair

NOTE: Families are encouraged to bring warmth to all students involved by creating opportunities for friendships outside of school.

Remediation

When bias-based behavior is recognized to be continual and/or severe, refer to SF Waldorf's Gates Towards Dismissal.