

EMOTIONAL, HEALTH & PHYSICAL SAFETY POLICIES

Anti-Bias Policy

San Francisco Waldorf High 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 a diversity of experiences, perspectives, expectations, knowledge, and skills.

Therefore, no member of the SFWHS 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, socio-economic status, health, body type, language, family constellation, and culture.

Everyone in the community has an obligation to promote mutual respect, tolerance, and acceptance. SFWHS community members who witness or have reliable information about a student, faculty or staff member being subjected to harassment, intimidation, or bullying, whether verbal or physical, are responsible for addressing and reporting these incidents, defined henceforth as bias incidents.

The Goals of the SFWHS Anti-Bias Policy

- To outline and communicate a policy and procedure for bias incidents that all faculty and staff follow, so all members of our community feel safe and seen
- 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, socio-economic status, health, body type, language, family constellation, or culture. Both intentional and unintentional mistreatment 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 acts
- Verbal Aggression: name calling, teasing, implied or explicit threats
- Intimidation: phone calls, mean tricks, or taking possessions
- Written Aggression: threatening notes, graffiti, electronic communication, text or direct messages
- Sexual Harassment: inappropriate or unwelcome comments or actions of a sexual nature
- Racial, Cultural or Ethnic Harassment: comments or actions intended to or likely to intimidate, offend or harm an individual or group because of their ethnic origin, including the display of racially-offensive symbols

Scope

- Policy is in effect while students are on school property, school-provided transportation, or at designated locations where students wait for school-provided transportation.
- During any school-sponsored or school-sanctioned program, activity, event or trip.
- Using school computers, electronic technology, networks, forums, or mailing lists.
- Using any electronic technology (school-owned or otherwise) off the school premises that materially and substantially disrupts a student's learning or school environment.

Procedure

1. Once the bias-based behavior is discovered, observed or reported, it will be addressed immediately. If appropriate, all students involved will meet with a faculty member(s) right away. If it is not possible to meet immediately, a meeting will be scheduled as soon as possible after the incident.
2. Faculty member or High School Chair will inform parents of all students involved.
3. Faculty member or High School Chair will document the incident by completing a Bias Incident Report form.
4. If applicable, begin restorative process, which may include:
 - a. Facilitated conversation with students and or parents
 - b. Letter of apology
 - c. Class meeting
 - d. Guest speaker
 - e. Parent evening
 - f. Curriculum adjustment
5. Follow-up with students and parents as per Bias Incident Report form and agreement

Remediation

When behavior is recognized to be continual and/or severe, consequences will be determined by the High School Chair and the Guidance Committee.