

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963
POLICY 1015 HATE SPEECH ON SCHOOL PROPERTY

The District finds that racial epithets and slurs as to national origin create a disturbance in, and interference to, the educational environment, which outweigh any legitimate educational purpose. The Milford School District denounces and prohibits the use of racial epithets and slurs as to national origin, regardless and irrespective of context, user, audience, target, intent, or lack thereof, purpose or lack thereof, bias or lack thereof, or means of communication. Any words or language that would have an offensive meaning if it was used by a member of a certain race or national origin is prohibited regardless of the race or national origin of the user. This policy shall apply to all administrators, staff, students, visitors, parents, and guardians:

- (1) in school, on District property, on school buses or other District provided transportation, and at designated locations where students to wait for buses;
- (2) during any District-sponsored or District-sanctioned program or activity;
- (3) when the transmission of racial epithets and slurs as to national origin is through electronic means from a District computer or computer network, or other electronic school equipment;
- (4) when logging offenses in e-School;
- (5) when completing reports; or
- (6) when racial epithets and slurs as to national origin occur off District property or through the transmission of information from a computer that is accessed from non-District property, if the words or language causes a substantial disruption to the educational process or the orderly operation of a school. This may include, but is not limited to, prohibited communication disseminated through social media, chat groups, and email, with a nexus to the school.

No curricular materials may be used that contain racial epithets and slurs as to national origin unless approved by both the Director of Student Learning and Supervisor of Equity and Support Services.

When context requires reference to racial epithets and slurs as to national origin, abbreviations or culturally aware substitutions shall be used.

Reporting:

An administrator, staff, student, visitor, parent, or guardian who believes they have been a victim of hate speech should report the situation to a school administrator or staff member.

Offenses:

Administrators, staff, students, visitors, parents, or guardians who violate this policy shall be subject to sanctions commensurate with the offense as determined by the Superintendent or his/her designee.

ADOPTED: 2/27/23