



PROHIBITION OF RACIAL AND ETHNIC HARASSMENT AGAINST STUDENTS

The Sumner-Bonney Lake School Board rejects all forms of racial and ethnic harassment as destructive to their mission, values, and goals. To this end, the district must provide and maintain a working and learning environment that fosters respect among all students, staff, and the community. The district's goal is to provide an environment where individuals are free to develop intellectually, personally, and socially without harassment, intimidation, or fear in the school, at school sponsored events, or when such actions create a substantial disruption to the educational process. Racial and ethnic slurs and derogatory statements, along with other forms of harassment against students affect not only those who suffer the harassment but also the entire community.

“Racial and Ethnic Harassment” that is prohibited under this policy is conduct (including physical, visual, audible, and electronic conduct) that is against a student on the basis of race or ethnicity that is unwelcome and conduct determined by a reasonable person that:

- A. Is severe, persistent, pervasive, and objectively offensive that it effectively denies a person access to the district's education programs and activities and/or creates an intimidating or threatening education environment;
- B. Has the effect of substantially interfering with a student's education (Conduct that is “substantially interfering with a student's education” will be determined by considering a targeted student's grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators);
- C. Physically harms a student or damages the student's property; or
- D. Has the effect of substantially disrupting the orderly operation of the school.

Racial and Ethnic Harassment against a student may include, but is not limited to, racial slurs, unwelcome commentary about an individual's race or ethnicity, accusations of racial privilege or cultural appropriation, and unwelcome jokes or teasing based upon racial or ethnic stereotypes or appearance.



Racial and Ethnic Harassment may take many forms, from outright criminal acts (e.g., assault and battery, vandalism, or destruction of property) to anonymous, malicious intimidation. Whatever its form, however, Racial and Ethnic Harassment is motivated by fear, ignorance, or hatred of ethnic and cultural differences that are perceived as threatening to the offending party. Racial and Ethnic Harassment will not be tolerated.

The district will interpret and apply the definition of Racial and Ethnic Harassment in a manner that does not interfere with the First Amendment free speech protections. Student speech or expressive activity that is offensive but not severe or pervasive is generally not a sufficient basis to support a finding of Racial or Ethnic Harassment. In cases of alleged Racial or Ethnic Harassment arising from speech (verbal, written, or electronic) or other forms of expressive activity, all staff will respond using steps outlined in the Bias Response Protocol (see 3207P).

Any other provisions of this policy notwithstanding, speech and other forms of expressive activity towards a student occurring in an educational context will not violate this policy unless the speech or expressive activity lacks a legitimate academic, educational, or research purpose.

The requirements and processes of District Policy No. 3207 and District Procedure No. 3207P (Prohibition of Harassment, Intimidation & Bullying) shall be followed when reporting an alleged violation(s) of District Policy No. 3203 (Prohibition of Racial and Ethnic Harassment Against Students) or filing a complaint under District Policy No. 3203 and the processing of such reports and complaint including the appeal process.

Cross References:

3200 - Rights and Responsibilities

3207 and 3207P – Prohibition of Harassment, Intimidation, & Bullying

3209 - Civility

3210 – Nondiscrimination

3241 - Student Discipline