

## 12. Hate Speech

▪ <a href="#">Behavior Event - Hate Speech</a>	
▪ <a href="#">Common Slurs</a>	

## Behavior Event - Hate Speech - Coding & Discipline

**Hate Speech Definition (Common Sense Media, The Good Play Project, Harvard Graduate School of Education):** making cruel, hostile, or negative statements about someone based on their race, religion, national origin, disability, age, gender, or sexual orientation

- [Common Slurs](#)

### Coding & Discipline for Hate Speech:

- If hate speech occurs off school grounds and it DOES NOT cause a material and substantial disruption to the learning environment, there is no avenue for disciplinary consequences.
- If hate speech occurs off school grounds and DOES cause a material and substantial disruption to the learning environment, code as disruption and move to suspension based on what is called for under the harassment category in the Comprehensive Behavior Assessment (CBA).
- If hate speech occurs on school grounds and impacts others or the school environment, code as harassment and move to suspension based on what is called for under the harassment category in the Comprehensive Behavior Assessment (CBA).
- If hate speech occurs on school grounds and does not impact others or the school environment (i.e. overheard by someone and reported) code as abusive language and treat it as a major office referral office support required.
- If hate speech occurs on school grounds and accompanies physical aggression, assault, or fighting, apply the correlating code and move to suspension based on what is called for under the harassment category in the Comprehensive Behavior Assessment (CBA).

\*School grounds includes property within the jurisdiction of the school district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities

Code	Behavior	Definition	District Examples - Minor - Classroom Managed	District Examples - Major - Office Support Optional or Required
1	Abusive or inappropriate language, profanity	Students delivers <b>verbal</b> messages that include swearing, name calling, or use of words in an inappropriate way.  <i>Mark as a minor if the behavior is low in intensity</i>	<b>Minor - Classroom Managed:</b> mild inappropriate words, swear word not directed at peers or adults <ul style="list-style-type: none"> <li>• sucks, crap, damn, shit</li> <li>• hurtful words (idiot, jerk)</li> <li>• minor targeted insults toward peer/adult               <ul style="list-style-type: none"> <li>- mimic staff member's words</li> <li>- You're not the boss of me / I hate you</li> </ul> </li> </ul>	<b>Major - Office Support Optional:</b> words or phrases directed towards peer or adult that do not create a safe inclusive school environment <ul style="list-style-type: none"> <li>• swearing, inappropriate words or comments (a**, b****, f***)</li> </ul> <b>Major - Office Support Required: (Fight, Assault, P &amp; VA-CBA)</b> a significant verbal confrontation, aggression (may or may not be mutual) <ul style="list-style-type: none"> <li>• loud threats to punch peer</li> <li>• name calling, derogatory comments, threats, intimidation               <ul style="list-style-type: none"> <li>o N word, Gay, Retard, <a href="#">Common Slurs</a></li> </ul> </li> <li>• extended disruptive verbal aggression</li> </ul>

9	Disruption	<p>Student engages in behavior causing an interruption in a class or activity including sustained loud talk, yelling, or screaming; noise with materials; horseplay or roughhousing; and/or sustained out-of-seat behavior.</p> <p><b>Mark as a minor if the behavior is low in intensity</b></p>	<p><b>Minor - Classroom Managed</b></p> <ul style="list-style-type: none"> <li>● blurting</li> <li>● talking to peers</li> <li>● brief play fighting</li> </ul>	<p><b>Major - Office Support Optional:</b></p> <ul style="list-style-type: none"> <li>● yelling/screaming repeatedly at staff (No, I don't have to, You can't make me)</li> <li>● noises that interrupt instruction</li> <li>● sustained out of seat</li> <li>● throwing workbooks, paper on the floor or in the air (not at a human target in an attempt to harm)</li> </ul>
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14	Harassment	<p>Student delivers direct, indirect, or technology based unwanted, aggressive behavior that involves a real or perceived power imbalance and is related to race, color, national origin, sex, or disability.</p>	<p><b>DE PROVIDES NO MINOR</b></p>	<p><b>Harassment (Harassment- CBA)</b>  <b>Major - Office Support Required:</b></p> <ul style="list-style-type: none"> <li>● stalking and/or repeated harassment against a particular person</li> <li>● harassment with threat to kill or commit forcible felony</li> <li>● harassment seemingly motivated by racial, gender or ethnic bias or prejudice (hate crimes)</li> <li>● harassment: unwanted and/or aggressive behavior repeated or has the potential to be repeated over time</li> <li>● intent to intimidate, annoy, or alarm another person</li> <li>● repeated incidents with one person or multiple people</li> <li>● threats</li> </ul> <p><b>Sexual Harassment (Harassment- CBA)</b>  <b>Major - Office Support Required:</b></p> <ul style="list-style-type: none"> <li>● unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature</li> <li>● repeated derogatory comments, threats, name calling, intimidation of a sexual nature</li> <li>● unwanted touching over clothing in non-genital area (repeated incidents with one victim or multiple victims)</li> <li>● stalking and/or repeated sexual harassment against a particular person (bullying)</li> <li>● sexual abuse (NOT sexual harassment or unwanted touching over clothing in non-genital area)</li> <li>● indecent exposure (NOT streaking, flashing, mooning)</li> </ul>
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18	Physical aggression with injury	<p>Student engages in actions involving serious physical contact (e.g., hitting, punching, hitting with an object, kicking, hair pulling, scratching, etc.) where either the offender(s) or victim(s) require professional medical attention. Does not include bullying or harassment.</p>	<p><b>DE PROVIDES NO MINOR</b></p>	<p><b>Major - Office Support Required: (Fight, Assault, P &amp; VA-CBA)</b></p> <ul style="list-style-type: none"> <li>● student engages in actions involving serious physical contact (e.g., hitting, punching, hitting with an object, kicking, hair pulling, scratching, etc.) where either the offender(s) or victim(s) require professional medical attention. Does not include bullying or harassment.</li> <li>● assault: any act which is intended to cause pain or injury to, or which is intended to result in physical contact which will be insulting or offensive to another, coupled with the apparent ability to execute the act. Any act which is intended to place another in fear of immediate physical contact</li> </ul>
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				<p>which will be painful, injurious, insulting, or offensive, coupled with the apparent ability to execute the act. Intentionally points any firearm toward another, or displays in a threatening manner any dangerous weapon toward another  <a href="#">Iowa Code 708.1</a> <a href="#">Iowa Code 282.4</a></p>
19	Physical aggression with serious bodily injury	<p>Student engages in actions involving serious physical contact (e.g., hitting, punching, hitting with an object, kicking, hair pulling, scratching, etc.) where <u>either the offender(s) or victim(s) require off-site professional medical attention</u> for extreme physical pain, protracted and obvious disfigurement, protracted loss or impairment of the function of a bodily member, organ, or faculty, or substantial risk of death.</p>	<p><b>DE PROVIDES NO MINOR</b></p>	<p><b>Major - Office Support Required: (Fight, Assault, P &amp; VA-CBA)</b></p> <ul style="list-style-type: none"> <li>Student engages in actions involving serious physical contact (e.g., hitting, punching, hitting with an object, kicking, hair pulling, scratching, etc.) where <u>either the offender(s) or victim(s) require off-site professional medical attention</u> for extreme physical pain, protracted and obvious disfigurement, protracted loss or impairment of the function of a bodily member, organ, or faculty or substantial risk of death.</li> <li>assault: Any act which is intended to cause pain or injury to, or which is intended to result in physical contact which will be insulting or offensive to another, coupled with the apparent ability to execute the act. Any act which is intended to place another in fear of immediate physical contact which will be painful, injurious, insulting, or offensive, coupled with the apparent ability to execute the act. Intentionally points any firearm toward another, or displays in a threatening manner any dangerous weapon toward another  <a href="#">Iowa Code 708.1</a> <a href="#">Iowa Code 282.4</a></li> </ul>
20	Physical aggression without injury	<p>Student engages in actions involving serious physical contact (e.g., hitting, punching, hitting with an object, kicking, hair pulling, scratching, etc.) where the offender(s) or victim(s) do not require professional medical attention. Do not include bullying or harassment.  <b>Mark as minor if the behavior is non serious, but inappropriate physical contact.</b></p>	<p><b>Minor - Classroom Managed:</b></p> <ul style="list-style-type: none"> <li>non serious inappropriate physical contact</li> <li>play fighting</li> <li>pushing in line/pushing back</li> <li>throwing small objects that are not aimed at a peer/adult</li> </ul>	<p><b>Major - Office Support Optional:</b></p> <ul style="list-style-type: none"> <li>slapping, kicking, elbowing, spitting, etc. that doesn't leave a mark or cause injury</li> <li>throwing small objects (pencils, rubberbands, food, etc.) at peer/adult</li> <li>threatening gesture with an object (stick, rock, ball, jump rope)</li> </ul> <p><b>Major - Office Support Required: (Fight, Assault, P &amp; VA-CBA)</b></p> <ul style="list-style-type: none"> <li>violent behavior, no victims</li> <li>toppling over desks, tables, chairs, bookshelves</li> <li>punching walls/lockers</li> <li>throwing large or dangerous objects, not at a human target</li> <li>loud aggressive behavior in a public area causing major disruption</li> <li>altercation is brief, not resulting in a fight</li> <li>students engage in behavior that appears as fighting or starts as play fighting but becomes more serious.</li> <li>assault: Any act which is intended to cause pain or injury to, or which is intended to result in physical contact which will be insulting or offensive to another, coupled with the apparent ability to execute the act. Any act which is intended to place another in fear of immediate physical contact which will be painful, injurious, insulting, or offensive, coupled with the apparent ability to execute the act. Intentionally points any firearm toward another, or displays in a threatening</li> </ul>

				manner any dangerous weapon toward another <a href="#">Iowa Code 708.1</a> <a href="#">Iowa Code 282.4</a>
21	Physical fighting with injury	Student engages in a mutual physical fight where the offender(s) or victim(s) require professional medical attention. Does not include bullying or harassment.	DE PROVIDES NO MINOR	<b>Major - Office Support Required: (Fight, Assault, P &amp; VA - CBA)</b> <ul style="list-style-type: none"> <li>Student engages in a mutual physical fight requiring professional medical attention. Does not include bullying or harassment.</li> </ul>
22	Physical fighting with serious bodily injury	Student engages in a mutual physical fight where <u>either the offender(s) or victim(s) require off-site professional medical attention</u> for extreme physical pain, protracted and obvious disfigurement, protracted loss or impairment of the function of a bodily member, organ, or faculty, or substantial risk of death.	DE PROVIDES NO MINOR	<b>Major - Office Support Required: (Fight, Assault, P &amp; VA - CBA)</b> <ul style="list-style-type: none"> <li>Student engages in a mutual physical fight where off-site professional medical attention is required for extreme physical pain, protracted and obvious disfigurement, protracted loss or impairment of the function of a bodily member, organ, or faculty, or substantial risk of death.</li> </ul>
23	Physical fighting without injury	Student engages in a mutual physical fight where the offender(s) or victim(s) do not require professional medical attention. Does not include bullying or harassment.	DE PROVIDES NO MINOR	<b>Major - Office Support Required: (Fight, Assault, P &amp; VA - CBA)</b> <ul style="list-style-type: none"> <li>Student engages in a mutual physical fight where professional medical attention is not required. Does Not include bullying or harassment.</li> </ul>

## Common Slurs

SLUR	TARGETED GROUP	REASON/ORIGIN
<b>anchor baby</b>	immigrant	The idea that immigrants have babies to serve as “anchors” to ward off deportation and make it easier to get citizenship for themselves.
<b>beaner</b>	Mexican person	Originates from the use of beans in Mexican food.
<b>bitch</b>	women	Literal meaning is female dog, is slang for a person, commonly a woman, who is belligerent, unreasonable, malicious, intrusive or aggressive.
<b>chink</b>	Chinese person	Two possible origins: the dictionary definition is “a narrow opening or slit,” meaning a reference to their eyes. Or could also refer to the sound of someone working on a railroad, which Chinese immigrants helped build in 1800’s America.
<b>cracker</b>	white person (usually poor)	Originated in England before the 16th century, referring to lower class people whose diet primarily consisted of crackers or biscuits.
<b>dyke</b>	lesbian	Originated as a derogatory label for a masculine, tomboyish, or butch woman.
<b>Eskimo</b>	Indigenous person	The term Eskimo is regarded by many as a derogative term because it is used to describe a very large group of people with different traits and languages. The native people of the northern polarcircle do not actually call themselves ‘Eskimos’, this is a term given to them by European settlers. The term Eskimo is slowly being replaced by the term ‘Inuit’ or ‘Yupik’, which means ‘the people’.
<b>fag/faggot</b>	gay man	Possible origin includes the correlation between meaning of the word faggot (bundle of sticks) and practice of “warming the fire” with gay men before burning witches at the stake. An alternative possibility is that the word is connected with the practice of fagging in British private schools, in

		which younger boys performed duties for older boys.
<b>hajji</b>	Muslim, Arab or Middle Eastern person	Used to refer to Iraqis, Arabs, Afghans, or Middle Eastern and South Asian people in general. Derived from Al-Hajji, the title given to a Muslim who has completed the Hajj.
<b>Injun</b>	Indigenous person	Pioneer-related term dates back to the 19th century during the Western Expansion. Probably comes from country people who could not pronounce the word Indian correctly.
<b>kike</b>	Jewish person	Originates from the word "keikl" in Yiddish, which means 'circle', the reason being that the first Jewish immigrants in America, who were unable to sign their names, signed with a circle instead of a cross.
<b>nigger</b>	Black, African American person	Most likely originates with the Latin word "niger" which translates to "black". Similar words for "black" exist in other languages (Spanish, for example, is "negro"). Also somewhat relates to the African country Nigeria, which is primarily black.
<b>redskin</b>	Native American	English and French explorers spoke of "red skins."
<b>retard</b>	Person with mental disability	Years ago, it was widely accepted to refer to people who are mentally disabled as mentally retarded, or as a retard. From there, it turned quickly into a pejorative term, as people began to use it interchangeably with words like stupid or idiot.
<b>Savage</b>	Indigenous Person	Americans commonly called Native Americans by this name in the 1800s.
<b>shemale</b>	Transgender person	Mocks or shows a lack of respect toward the gender identity and gender expression of transgender individuals.
<b>spic</b>	Latino/a person	Common belief is that it is an abbreviation of "Hispanic."

<b>towel head</b>	Sikh person, sometimes Muslims	A person who wears a turban. Often refers specifically to Sikhs, Arabs and Muslims.
<b>wetback</b>	undocumented immigrant from Mexico	Refers to workers who came to the U.S. by swimming across the Rio Grande.

For more information, see [Ethnic Slurs](#), [Disability related terms with negative connotations](#), [LGBTQ Slang Terms](#), [Religious Slurs](#), and [Racial Slur Database](#).