Compton Unified School District Board Policy 5145.9

Hate-Motivated Behavior Students

The Governing Board is committed to providing a respectful, inclusive, and safe learning environment that protects students from discrimination, harassment, intimidation, bullying, or any other type of behavior that is motivated by hate.

Hate-motivated behavior is any behavior intended to cause emotional suffering, physical injury, or property damage through intimidation, harassment, bigoted slurs or epithets, force or threat of force, or vandalism motivated in part or in whole by bias or hostility toward the victim's real or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55. or association with a person or group with one or more of these actual or perceived characteristics.

The Superintendent or designee shall design strategies to promote harmonious relationships among students, prevent incidents of hate-motivated behavior to the extent possible, and address such incidents in a timely manner when they occur. The Compton Unified School District shall adopt and publicize policies that prohibit discrimination, harassment, intimidation, and bullying on the basis of a student's actual or perceived nationality, ethnicity, or immigration status. Those policies must be translated in the student's primary language if at least 15 percent of the students enrolled in the school speak a single primary language other than English.

The Compton Unified School District shall notify parents and guardians of their children's right to a free public education, regardless of immigration status or religious beliefs.

This information shall include information related to the "Know Your Rights" immigration enforcement established by the Attorney General.

The Superintendent or designee shall collaborate with regional programs and community organizations to promote an environment where diversity is celebrated and hate-motivated behavior is not tolerated. Such collaborative efforts shall focus on the development of effective prevention strategies and response plans, provision of assistance to students affected by hate-motivated behavior, and/or education of students who have perpetrated hate-motivated acts.

The district shall provide students with age-appropriate instruction that:

1. Includes the development of Social-Emotional Learning

2. Promotes an understanding, awareness, appreciation, and respect for human rights, human relations, diversity, and acceptance in a multicultural society

3. Explains the harm and dangers of explicit and implicit biases

4. Discourages discriminatory attitudes and practices

5. Provides strategies to manage conflicts constructively

6. As necessary, the district shall provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

7. When appropriate, students who engage in hate-motivated behavior shall be disciplined.

The Superintendent or designee shall provide staff with training on recognizing and preventing hate-motivated behavior and on effectively enforcing rules for appropriate student conduct. As appropriate, the training shall:

1. Promotes an understanding of diversity, equity, and inclusion

2. Discourages the development of discriminatory attitudes and practices

3. Includes social-emotional learning and nondiscriminatory instructional and counseling methods

4. Supports the prevention, recognition, and response to hate-motivated behavior

5. Raises the awareness and sensitivity of staff to potentially prejudicial and discriminatory behavior

6. Includes effective enforcement of rules for appropriate student conduct

Training Students, Teachers, and Staff on Anti-Bullying and Anti-Harassment Policy

► The Compton Unified School District shall educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

► The Compton Unified School District shall also train teachers, staff, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training should, at minimum, provide agency personnel with the skills to do the following:

1. Discuss the varying immigration experiences among members of the student body and school community;

2. Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;

3. Identify the signs of bullying or harassing behavior;

4. Take immediate corrective action when bullying is observed; and

5. Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.

Employees who engage in hate-motivated behavior shall be subject to disciplinary action, up to and including dismissal.

Rules prohibiting hate-motivated behavior and procedures for reporting a hate-motivated incident shall be provided to students, staff, and parents/guardians. This policy shall be posted in a prominent location on the district's web site in a manner that is readily and easily accessible to parents/guardians and students. (Education Code 234.6)

Complaints Process

Any staff member who is notified that hate-motivated behavior has occurred, observes such behavior, or otherwise becomes aware of an incident shall immediately contact the compliance officer responsible for coordinating the district's response to complaints and complying with state and federal civil rights laws. As appropriate, the staff member shall also contact law enforcement.

A student or parent/guardian who believes the student is a victim of hate-motivated behavior is encouraged to report the incident to a teacher, the principal, the district's compliance officer, or other staff member. Reports can be made in writing or verbally and all complaints should be reported to a site administrator.

Any complaint of hate-motivated behavior shall be investigated and, if determined to be discriminatory, shall be resolved in accordance with law and the district's uniform complaint procedures specified in AR 1312.3 - Uniform Complaint Procedures or other applicable procedure. If the student believes that the situation has not been remedied by the principal or designee, the student may file a complaint with the District's Office of Equity in accordance with District Uniform Complaint Procedures (Board Policy 1312.3).

If, during the investigation, it is determined that a complaint is about nondiscriminatory behavior, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

► The Compton Unified School District shall adopt and publicize policies that prohibit discrimination, harassment, intimidation, and bullying on the basis of a student's actual or perceived nationality, ethnicity, or immigration status. Those policies must be translated in the student's primary language if at least 15 percent of the students enrolled in the school speak a single primary language other than English.

► The Compton Unified School District shall notify parents and guardians of their children's right to a free public education, regardless of immigration status or religious beliefs.

- This information shall include information related to the "Know Your Rights" immigration enforcement established by the Attorney General.

- The Compton Unified School District shall inform students who are victims of hate crimes of their right to report such crimes.

► The Compton Unified School District shall adopt a process for receiving complaints of and

Responding to Hate Crimes and Bullying

All local educational agencies shall adopt the following model policies, or equivalent policies, by July 1, 2018: Adopting and Publicizing Anti-Bullying and Anti-Harassment Policy

Processing Complaints of Harassment and Bullying

investigating complaints of discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics:

• disability • nationality • gender • race or ethnicity • gender identity • religion • gender expression • sexual orientation • association with a person or group with one or more of the aforementioned characteristics • immigration status

► A requirement that, if school personnel witness an act of discrimination, harassment, intimidation, or bullying, they shall take immediate steps to intervene when safe to do so;

► A timeline to investigate and resolve complaints of discrimination, harassment, intimidation, or bullying that shall be followed by all schools under the jurisdiction of the local educational agency; and

► An appeal process afforded to the complainant should he or she disagree with the resolution of a complaint.

► The Compton Unified School District shall ensure that complaint procedures contain confidentiality safeguards for immigration status information.

► The [local educational agency) shall prohibit retaliation against a person who submits a complaint of discrimination, harassment, intimidation, or bullying.

The complaint process must include, but is not limited to, the following steps:

Training Students, Teachers, and Staff on Anti-Bullying and Anti-Harassment Policy

➤ The [local educational agency] shall educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

➤ The [local educational agency] shall also train teachers, staff, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted

above.103 Such training should, at minimum, provide agency personnel with the skills to do the following:

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✓ Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;

✓ Identify the signs of bullying or harassing behavior;

✓ Take immediate corrective action when bullying is observed; and

✓ Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.

Directory Information Policies

► The law does not require that local educational agencies release directory information. If the local educational agency decides not to release directory information, its policy need not include any statement on directory information.

► If a school within the local educational agency releases directory information, it must notify parents/guardians and adult students in its annual notification of the directory information policy that they can opt out of the release of directory information. The annual notification must clearly note the deadline for parent(s)/guardian(s) and adult students to submit their request to opt out.

Compton Unified School District: Compton, California

Adopted November 4, 2014

Revised & Adopted November 14, 2023

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