



# ADM-A012-BIAS INCIDENTS AND SYMBOLS OF HATE (ALL STUDENTS BELONG)

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## ADMINISTRATIVE POLICY

### EXECUTIVE ADMINISTRATION

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#### SUMMARY

Salem-Keizer School District believes all students are entitled to a high-quality educational experience, free from discrimination or harassment based on perceived race, color, religion, sex, gender identity, sexual orientation, disability or national origin. District facilities will be a safe and welcoming place where all students, employees, and visitors are entitled to learn, work, and participate in an environment that is safe and free from discrimination, harassment, and intimidation based on perceived race, color, religion, sex, gender identity, sexual orientation, disability or national origin.

#### DEFINITIONS

##### **Animus**

A feeling of hate or anger toward someone or something.

##### **Bias Incident**

A person's hostile expression of animus toward another person, relating to another person's perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

##### **Impacted Person**

A person who is alleged to be the victim of conduct that could constitute a bias incident. This includes an individual at whom an incident was directed as well as students or employees in the larger school community likely to be impacted by the incident.

##### **Symbol of Hate**

A symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including the noose, symbols of neo-Nazi ideology and the battle flag of the Confederacy, and whose display is reasonably likely to cause a substantial disruption of or material interference with school activities, or is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

##### **School Property**

Any property under the control of the district.

##### **Education Program**

Any program, service, school or activity sponsored by the district.

#### INSTRUCTION

1. The district prohibits the use or display of any symbols of hate on school property or in an education program except where used in teaching curriculum that is aligned with state standards of education for public schools.
2. In responding to the use of any symbols of hate or bias incidents, the district will use non-disciplinary remedial action whenever appropriate.
3. The district prohibits retaliation against an individual because that individual has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation.

4. Nothing in this policy is intended to interfere with the lawful use of district facilities pursuant to a lease or license.
5. The district will use the procedure ADM-P010 - Reporting Incidents of Bias and Symbols of Hate to process reports or complaints of bias incidents.

#### **APPLICABILITY**

- This policy applies to all employees, substitutes, volunteers, contractors, and agents of the District.

#### **ASSOCIATED DOCUMENTS**

- ADM-P010 - Reporting Incidents of Bias and Symbols of Hate
- ADM-P010 - Reporting Incidents of Bias and Symbols of Hate (Spanish)

#### **APPROVAL AUTHORITY**

- Executive Administration

#### **REVISION HISTORY**

- 11/23/2020 - Policy created
- 04/12/2021 - Updated with examples of symbols of hate and notifications
- 07/17/2024 - Updated to accessible template and alignment with OSBA model policy