



POLICY: Zero Tolerance for Racialized Aggression

Approved by Governing Council on: 9.6.2023

Siembra is a students of color serving institution focusing on liberatory, anti-racist, abolitionist and social justice practice in our school community. Siembra has a zero tolerance policy for racialized aggression. Racialized aggression is contrary to Siembra's culture of psychological safety for all, and Siembra's foundational pillar of student support.

Racialized Aggression – Overt and intentional acts of racism involving students or staff is strictly prohibited. (**Racialized Aggression** is broadly defined as hostile, aggressive, derogatory, or negative attitudes and/or actions toward stigmatized or culturally marginalized groups.)

All Instances of Racialized Aggression involving School Personnel and/or Students shall result in the filing of a report with the New Mexico Public Education Department Anti-Racism/Anti-Oppression Hotline.

The Anti-Racism/Anti Oppression (ARAO) Hotline is a resource created by the Black Education Act (House Bill 43) that is available for students, families, staff, community members, and other stakeholders to report school-based incidents of racism.

The ARAO hotline is a bridge that supports communication between districts, schools, charter schools, students, and their families. Because of this, there is no expectation for anonymity reporting to the ARAO Hotline. The Hotline utilizes the information reported to encourage communication and positive engagement of all parties during the follow-up process. The Hotline covers racialized incidents of racism that happen within New Mexico public and charter schools.

The Anti-Racism Anti-Oppression is a resource created by the Black Education Act (House Bill 43) that is available for students, families, staff, community members, and any stakeholders to report school-based incidents of racism, injustice, or discrimination against anyone.

Students, families and community members can report school-based incidents of racism to the Anti-Racism, Anti-Oppression Hotline. There are 3 ways to report:

- Email: ARAO.Hotline@ped.nm.gov
- Online form: bit.ly/ARAOHotline
- Phone: 833-485-1335

