



Protecting Students: Bias, Bullying, Harassment & Discrimination

Who We Are

Riverdale is a vibrant and diverse community working toward a shared vision to stimulate future leaders to use their minds well, engage creatively, and act compassionately. We are committed to ensuring that everyone experiences a sense of safety and belonging within our community.

Our Mission

Riverdale develops inquisitive, imaginative and eager learners. Our students demonstrate academic mastery through exhibition to become effective communicators and responsible leaders.

Riverdale's Educational Equity Policy

We are committed to the success of every student in each of our schools. For that success to occur, the District is committed to equity by recognizing and eliminating institutional barriers and creating access and opportunities that benefit each student. "Achieving equity" means students' identities will not predict or predetermine their success in school. Toward this end, the District adopted an Anti-Racism Resolution, which serves as a pillar to actualizing this through a anti-racist and social justice lens as we serve every student in our schools. The District has also adopted a Bias Incident Complaint Procedure as part of the All Students Belong Policy, which establishes what constitutes a bias incident and outlines a procedure for handling incidents. All students are entitled to a high quality educational experience, free from discrimination or harassment based on actual or perceived: color, disability, ethnicity, gender identity, linguistic diversity, nationality status, neurodiversity, national origin, race, religious or spiritual beliefs, sexual orientation, size/body type, or socioeconomic status. Educational equity is based on the principle that each student receives what is required for them to achieve success with regard to allocation of resources, opportunity, treatment, and access.

We collectively work to remove barriers to learning by creating an inclusive, supportive, equitable, and safe learning environment free from harassment and discrimination.

Definitions

Bias/Prejudice

An unjustified or incorrect attitude (usually negative) towards an individual based solely on the individual's membership in a social group.

Bullying

Repeated unreasonable behaviour directed to a person or a group of people that creates a risk to their health and safety.

Discrimination

The unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, or sexual orientation.

Harassment

Unwelcome and unsolicited behavior that would be considered to be offensive, intimidating, humiliating or threatening, because of a protected characteristic of the person.

Rights Under the Law

Title VI (1964)

**Title VI of the Civil
Rights Act**

Title VI is a civil rights law that prohibits discrimination based on race, color, or national origin in federally funded programs. This federal law explicitly states that *"No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving any federal financial assistance."*

Title IX (1972)

**Title IX of the
Education
Amendments Act**

Title IX is a federal law that was passed to ensure that students and employees are treated fairly and equally regardless of their sex, sexual orientation, and gender identity. This was an amendment to the Civil Rights Act of 1964 that prohibits discrimination on the basis of race. Title IX explicitly states: *"No person in the United States shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal assistance."*

Title IX (gender-based, sex, and sexual orientation) and Title VI (race-based, nationality, and language) as well as Section 504 of the Rehabilitation Act/ADA are federal laws that work in conjunction to ensure the rights of individuals of protected classes against discrimination. These federal laws explicitly prohibit discrimination on the basis of protected classes including race, color, national origin, sex, sexuality, disability and age.

Protected Classes

Race, religion, color, national or ethnic origin, mental or physical disability, sex, sexual orientation, gender identity, age

Oregon Laws that Further Define & Protect Against Bullying, Harassment, and Discrimination

The Crown Act- prohibits discrimination based on protective hairstyles. Protective hairstyles are defined as “hair color or manner of wearing hair that includes, but is not limited to, braids, regardless of whether the braids are created with extensions or styled with adornments, locs, and twists.”

Sexual Harassment-Sexual harassment is a form of sex discrimination. When any person at the school (student, employee, or third party) experiences sexual harassment, the school has to respond to and investigate the harassment, provide supportive measures for harmed students, and remedy any hostile environment that occurs as a result of the harassment.

Senate Bill 819-“Students with disabilities have a right to meaningful access to the same number of hours of instruction and educational services as the majority of students without disabilities who are in the same grade within the student’s resident school district. Removal from school is neither a service nor support for students with disabilities. Use of an abbreviated school day program for students with disabilities should be infrequent and, under most circumstances, should be used for a limited duration.”

Your Rights

What this means for Riverdale

Riverdale's Non-Discrimination Policy dictates that we do not discriminate and prohibits discrimination and harassment on any basis protected by law in providing education or access to benefits of education services, activities, and programs in accordance with Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments, and other applicable civil rights or discrimination laws; Section 504 of the Rehabilitation Act; the Americans with Disabilities Act; the Americans with Disabilities Act Amendments Act; and Title II of the Genetic Information Nondiscrimination Act. Riverdale School District does not discriminate and prohibits discrimination and harassment in, but not limited to, employment, assignment and promotion of personnel; educational opportunities and services offered to students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public meetings.

Our Responsibility

How we protect students & uphold the law

Riverdale's Equity Team (comprised of administration, counseling, Director of Equity & Inclusion, Civil Rights & Title IX coordinator) works to support school students and staff to prevent and resolve incidents of bias, discrimination, harassment, and bullying by providing early interventions, training, and restorative justice to repair harm and ensure wellness.

All staff, students, and parents should report bias incidents if we experience, witness, or hear about an incident that involves bias, harassment, discrimination, or bullying, please report this to any staff member immediately. Reports can be made orally or in writing.

After a report is received, the Bias Incident Response Team utilizes trauma-informed practices to investigate the incident, respond to the harm, and creates interventions and learning engagements aimed at addressing the behaviors/actions with the individuals most directly involved as well as across our community within Riverdale School District. This collaborative effort works to ensure that students are protected from retaliation or intimidation while working toward accountability and growth for those who inflict harm.

What to do: The ABCs of incidents of bias, discrimination, harassment, & bullying

Address the Issue

If you witness a harmful incident, intervene and disrupt the harm being done. Ensure the safety of those involved.

Begin a Report

For students: Make an oral or written report to any staff member. This information will then be recorded in an incident report for the Bias Incident Response Team to investigate.

Conduct Investigation

Information gathering using trauma-informed practices will be utilized for conducting the investigation of the incident and mitigating harm of those most directly impacted by centering their needs.

Determine Future Steps

Based on the incident's impacts, the Bias Incident Response Team will create safety plans, educational engagements, and determine future steps for prevention of harm.

Please use the QR code below or this link to make a report.

[🌐 Riverdale School District Bias Incident Reporting Form](#)

Bias Incident Reporting



Important Safety Note

The Bias Incident Response Team at Riverdale School District reviews incident reports daily as we work to address issues of bias, discrimination, harassment, and bullying on campus. However, incident reports are not designed as an emergency notification process for response. If this is an emergency that requires immediate attention, please contact the appropriate emergency response services. Many are listed below. Please call or visit the website of Safe Oregon if you are in immediate danger or feel unsafe: [844-472-3367](tel:844-472-3367) or tip@safeporegon.com

Other resources you may want to contact include:

Oregon Child Abuse Hotline: 1-855-503-SAFE (7233)

[SafeOregon](tel:1-844-472-3363): 1-844-472-3363

Multnomah Crisis Line: (503) 988-4888

Runaway Safeline: 1-800-786-2929

Contact Us

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