Sudbury Public Schools

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Communication Protocol for Responding to Bias-Related Incidents

At Sudbury Public Schools, our response to incidents involving bias, racism, or antisemitism is grounded in our CORE values of enhancing the learning and teaching process to enable and inspire students to achieve their potential, actively promoting personal responsibility and integrity, seeking and promoting opportunities to advance equity, and cultivating a lifelong commitment to community. These values guide not only how we educate our students but also how we respond to harm in our community. We are committed to addressing each incident in a manner that is developmentally appropriate, safeguards student privacy, and affirms the dignity of all students.

1. When a concern arises related to microaggressions or peer conflict, our first priority is the well-being of those directly impacted. Students must feel safe and supported, and families must be reassured that the school is responding with seriousness and care. The principal, or their designee, leads the immediate response at the school level. This may involve addressing microaggressions through restorative conversations, providing education for students, and ensuring that families of those directly involved are informed. These steps are designed to promote learning and growth, and they are carried out in ways that reflect the age and developmental stage of the students. The superintendent is kept informed of these matters but typically does not communicate with the broader community unless the issue has wider impact.
2. In cases where anonymous graffiti or other visible expressions of hate appear, the school acts immediately to remove or cover the material. The principal communicates with the school community to acknowledge the harm, outline the steps being taken, and provide resources for support. Because these incidents can reverberate beyond a single school, the superintendent may issue a districtwide message to affirm our CORE values and to reassure families that the district is unified in its response.
3. When an incident involves a repeated behavior, the school investigates in accordance with the district's code of conduct and state regulations. Appropriate consequences and supports are put into place, balancing accountability with education and growth. Communication with families is handled with great care, ensuring that the privacy of all students is fully protected. The superintendent may engage with the broader community when the incident is significant, or has the potential to undermine trust in the school community.

In every situation, our communications aim to acknowledge the incident, affirm our values of caring and respect, outline the steps being taken to investigate and educate, and provide resources for students and families who may need additional support. Responses are timely, with acknowledgment within one school day and follow-up as new information becomes available. Through this approach, we uphold our commitment to caring for each child, creating opportunities for learning and growth, showing respect in all interactions, and striving for excellence in how we respond as a district.

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