

Students

BP 5145.9

HATE-MOTIVATED BEHAVIOR

~~In order to create~~**The Governing Board is committed to providing** a safe learning environment for all**that protects** students, the Board of Trustees desires to protect the right of every student to be free from hate-motivated behavior**discrimination, harassment, intimidation, bullying,** and will promote harmonious relationships among students so as to enable them to gain**other behavior motivated by** a true understanding of the civil rights and social responsibilities of people in society. The district prohibits discriminatory behavior or statements that degrade an individual on the basis of his/her actual**person's hostility towards another person's real** or perceived race, ethnicity, culture, heritage, **national origin, immigrant status, sex, gender, sex,** sexual orientation, physical/mental attributes, or religious beliefs**belief, age, disability, or any other physical or cultural characteristic.** The Superintendent or ~~practices~~**designee** shall design strategies to promote harmonious relationships among students, prevent incidents of hate-motivated behavior to the extent possible, and address such incidents if they occur.

The Superintendent or designee shall collaborate with regional programs and community organizations to promote safe environments for youth. ~~These~~**Such collaborative** efforts shall be ~~focused~~**focus** on ~~providing~~**ensuring** an efficient use of district and community resources, developing effective prevention strategies and response plans, providing assistance to students affected by hate-motivated behavior, and/or educating students who have perpetrated hate-motivated acts.

The district shall provide **students with** age-appropriate instruction ~~to help promote~~**that includes the development of social-emotional learning, promotes their** understanding of and respect for human rights, diversity, and ~~tolerance~~**acceptance** in a multicultural society, and ~~to provide~~**provides** strategies to manage conflicts constructively.

~~The Superintendent or designee shall ensure that staff receive training on recognizing hate-motivated behavior and on strategies to help respond appropriately to such behavior.~~

Grievance Procedures

~~Any student who believes he/she is a victim of hate motivated behavior shall immediately contact the Coordinator for Nondiscrimination/Principal. Upon receiving such a complaint, the Coordinator/Principal shall immediately investigate the complaint in accordance with school-level complaint process/grievance procedures as described in AR 5145.7 Sexual Harassment. A student who has been found to have demonstrated hate motivated behavior shall be subject to discipline in accordance with law, Board policy, and administrative regulation.~~

~~Staff who receive notice of hate motivated behavior or personally observe such behavior shall notify the Coordinator/Principal, Superintendent or designee, and/or law enforcement, as appropriate.~~

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.

The Superintendent or designee shall ensure that the rules prohibiting hate-motivated behavior and procedures for reporting a hate-motivated incident are provided to students and parents/guardians.

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.

Complaint Process

A student or parent/guardian who believes the student is a victim of hate-motivated behavior is strongly encouraged to report the incident to a teacher, the principal, or other staff member.

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 principal or the compliance officer responsible for coordinating the district's response to complaints and complying with state and federal civil rights laws. As appropriate, he/she shall also contact law enforcement.

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. 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.