

## All Students Belong

The district will prioritize, protect, and assure the mental, physical and social health of students, families, staff, and leaders. This includes removing all barriers that interfere with a student's well-being, belonging, and ability to thrive.

The district prohibits discrimination, harassment, or bias incident on any basis protected by law, including but not limited to, an individual's perceived or actual race<sup>{1}</sup>, color, religion, sex, sexual orientation<sup>{2}</sup>, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates.

The district prohibits discrimination, harassment, or bias incident <sup>{3}</sup>, including but not limited to, employment assignment and promotion of personnel; educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public and public meetings.

The district affirms all students are entitled to a high-quality educational experience, free from discrimination or harassment;

The district affirms all employees are entitled to work in an environment that is free from discrimination or harassment; and

The district affirms all visitors are entitled to participate in an environment that is free from discrimination or harassment.

The district prohibits the use or display of any symbols of hate<sup>{4}</sup> on school grounds or in any program, service, school, or activity where the program, service, school, or activity is financed in whole or in part by monies appropriated by the Legislative Assembly except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, the district will use non-disciplinary remedial action whenever appropriate.

Nothing in this policy is intended to interfere with the lawful use of district facilities pursuant to a lease or license.

The district will use administrative regulation AC-AR – Discrimination/Harassment/Bias Incident Complaint Procedure to process reports or complaints of bias.

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<sup>1</sup> Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047.

<sup>2</sup> 'Sexual Orientation' means an individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

<sup>3</sup> 'Bias Incident' means a person's hostile expression of animus toward another person relating to the other 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 incident may include derogatory language or behavior directed at or about any of the preceding demographic groups.

<sup>4</sup> 'Symbols of hate' means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin.