

Neah-Kah-Nie School District 56

Code:
Adopted:

ACB

Every Student Belongs

Equity Statement:

At Neah-Kah-Nie School District, we are committed to providing a first class education to our community with the goal of equipping our students with the knowledge and skills necessary to become productive members of society and achieve their desired goals. To achieve this goal, we must create and foster a safe, equitable, and inclusive learning environment for all of our students. Neah-Kah-Nie School District, in alignment with the Oregon Department of Education, is committed to the following:

- Neah-Kah-Nie School District condemns racism, racial violence, hate symbols, hate speech and all forms of bigotry inside and outside of the school including online activities.
- Use of hate symbols and derogatory speech prevents students from gaining access to a safe learning environment, one of the key elements to a quality education
- Neah-Kah-Nie School District condemns any form of discrimination on the basis of race, gender, age, sexual orientation, disability-physical, emotional, and mental, socio-economic class, religion, country of origin, language spoken, etc. by students, teachers and school administration inside and outside of the school
- Discrimination actively creates an inequitable and unsafe environment, preventing students from receiving equal opportunities in the classroom.

Goals/Agreements

- Neah-Kah-Nie School District operationalizes our equity lens by:
 - **Assessing** how our policy affects the underserved demographic groups in our community and address specific barriers to quality education.
 - **Analyzing** the consequences of established and future policy changes in regards to disparities in our community.
 - **Allocating** resources to create equal opportunities for every and all students.
 - **Modify** strategies to ensure cultural and individual needs are met

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All visitors are entitled to participate in a school or educational environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

“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 incidents may include derogatory language or behavior.

“Symbol of hate” means nooses^[1], symbols of neo-Nazi ideology or the battle flag of the Confederacy.

The district prohibits the use or display of any symbols of hate^{2} on school property³ or in an education program⁴ except where used in teaching curriculum that is aligned with state standards of education for public schools.

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

The district prohibits retaliation against an individual^{5} because that individual has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation.

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 ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

END OF POLICY

Legal Reference(s):

¹ {The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).}

² {Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, we recommend that the district document why the district feels that the presence of these symbols will cause a “material and substantial interference with schoolwork or discipline” or collide “with the rights of other students to be secure and be let alone.” These reasons may include previous incidents, current conditions in the schools and other factors.}

³ “School property” means any property under the control of the district.

⁴ “Education program” includes any program, service, school or activity sponsored by the district.

⁵ {ORS 659.852 prohibits retaliation only against students. Other statutes (and other complaint procedures) prohibit retaliation against staff and others for reporting or providing information regarding a complaint or investigation.}

[ORS 659.850](#)
[ORS 659.852](#)
[OAR 581-002-0005](#)
[OAR 581-022-2312](#)
[OAR 581-022-2370](#)

House Bill 2697 (2021)
House Bill 3041 (2021)
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).
Dariano v. Morgan Hill Unified Sch. Dist., 767 F.3d 764 (9th Cir. 2014).
State v. Robertson, 293 Or. 402 (1982).

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