

The District strives for school to be open and welcoming for everyone in the community. No one should be picked on or made to feel like they don't belong at school. Students have a role in helping make sure school is a place that everyone feels welcome. You can do your part by choosing kindness. You can also do your part by speaking up when you see someone being bullied or making a report if you hear hate speech or know that a hate crime has been committed.

What is hate speech?

Hate speech is saying something derogatory or aggressive toward a particular group of people. This can include expressing animosity based on race, religion, ethnicity, gender, gender identity, sexual orientation, nation or origin, disability and more. Hate speech can take many forms, ranging from social media comments, to verbal abuse, to wall graffiti. Hate speech expresses hatred against a shared identity in order to make people feel like they are less than human, don't belong, or are not worthy of respect because they belong to a particular group.

What is a hate crime?

A hate crime is breaking the law by hurting another person because of prejudice against a group the victim belongs to. Normally, a hate crime is not caused in any way by something the victim did or said, but just because of who they are. People often commit hate crime because of prejudice about the victim's sex, ethnicity, religion, nationality, class, gender identity, sexual orientation, disability, or other things about them.

You can help to reduce and prevent hate.

The Antidefamation League provides resources for responding to hate speech in the community. <https://dc.adl.org/resources-for-responding-to-hate-in-the-community/>

The Alaska State Commission for Human Rights is dedicated to eliminating and preventing discrimination for all Alaskans. The Commission enforces the Alaska Human Rights Law which makes it illegal to discriminate in employment, in place of public accommodation, in practices by the State or its political subdivisions, in the sale, lease or rental of real property and in credit and financing practices because of race, religion, color, national origin, sex or physical or mental disability. In employment and some other situations, it is also illegal to discriminate on the basis of age, marital status, changes in marital status, pregnancy or parenthood. If you have experienced discrimination any of these bases, you can contact the Commission about filing a complaint. The Commission's phone number is 800-478-4692. The address is: Alaska State Commission for Human Rights, 800 A Street, Suite 204, Anchorage, AK 99501-3669.

The United States Department of Education Office of Civil Rights has a mission of ensuring equal access to education by enforcing civil rights in schools, including laws that prohibit

discrimination on the basis of race, color, national origin, sex, age and disability. Learn more from OCR's website.

<https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/protectingstudents.html>

Complaints about discrimination at school can be filed with OCR by mail or fax or email or filed online at: <http://www.ed.gov/about/offices/list/ocr/complaintintro.html>

If you know about hate speech, harassment, or discrimination happening at school, you can help protect our community by reporting it the Principal or counselor or another designated person at your school.