

Created: 6-24-22

## **471 Unbiased, Fair and Equitable treatment on all School Campuses and in any school sponsored activities**

### **I. PURPOSE**

The purpose of this policy is to ensure that all individuals on the Becker School district campuses and/or those involved in any school sponsored activities are treated in a respectful, unbiased, fair and equitable manner. This policy includes all students, staff, administrators and visitors.

### **II. GENERAL STATEMENT OF POLICY**

We encourage our students, teachers, staff, and administrators to model positive character traits. These include honesty, respect, lawfulness, fairness, and tolerance for one another. Everyone in the school district should treat every other member of the Becker School Community and its visitors with kindness and respect.

Classrooms, hallways and all other Becker Campus locations during school hours are to remain a positive learning atmosphere that are respectful, fair and equitable for everyone at all times. Classrooms must be free of any personal bias or non-school materials favoring any particular group, political ideology, favored class or promoting controversial issues. Grandstanding by students, staff and employees will not be permitted.

All lesson plans and educational instruction and activities will enhance and promote only the approved curriculum and will not favor any particular group, political ideology, social network or favored class.

Neither political indoctrination or the teaching of inherently divisive concepts will be allowed.

### **III. DEFINITIONS**

A. **“Controversial Issue”**: an issue that is the subject of a public referendum which is being debated by political candidates, groups, communities, committees, or organizations.

B. **“Fair”**: free from favoritism, prejudice, or self-interest.

C. **“Favoritism”**: the practice of giving unfair preferential treatment to one person or group at the expense of another.

D. **“Grandstanding”**: the action of behaving in a showy or ostentatious manner to attract favorable attention.

E. **“Inherently Divisive Concepts”**: advancing any ideas in violation of Title IV and Title VI of the Civil Rights Act of 1964, as amended, including the following concepts: (i) one’s race, sex, or faith is inherently superior to another race, sex, or faith; (ii) an individual, by virtue of his or her race, sex, or faith, is inherently racist, sexist, or oppressive, whether consciously or subconsciously; (iii) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race, sex, or faith; (iv) members of one race, sex, or faith cannot and should not attempt to treat others as individuals without respect to race, sex, or faith; (v) an individual’s moral character is inherently determined by his or her race, sex, or faith; (vi) an individual, by virtue of his or her race, sex, or faith, bears responsibility for actions committed in the past by other members of the same race, sex, or faith; and (vii) meritocracy or traits, such as a hard work ethic, are racist or sexist or were created by a particular race to oppress another race.

F. **“Non-School Sponsored Material”**: includes, but is not limited to, non-United States flags, leaflets, brochures, buttons, badges, fliers, stickers, lanyards, petitions, posters, or artwork and underground newspapers, whether written or created by students or employees that could potentially be viewed as bias, favoritism, inherently divisive, or prejudice.

G. **“Personal Bias”**: prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

H. **“Prejudice”**: a feeling of unfair dislike directed against an individual or a group because of some characteristic.

I. **“Political Indoctrination”**: persuading people to adopt certain beliefs, ideas, values, and ideologies related to politics and governance.

J. **“Social Network”**: a network of social interactions and personal relationships.

K. **“Unbiased”**: showing no prejudice for or against something; impartial.

L. **“Uniform”**: identical or consistent, as from example to example, place to place, or moment to moment.

#### **IV. EXPECTATIONS**

1. All district staff will be instructed by their building's administration of this new policy.
2. The student and employee handbooks will be updated immediately so they know what to expect in their classrooms and all school sponsored activities. All students, staff and employees will be required to read and acknowledge by their signature that they agree to be bound by the terms and conditions of their respective handbooks. A copy of their signed acknowledgement will be part of each student's and employee's personal file.
3. Details on how to report an incident in the handbook will be made clear and understandable.
4. Staff will be responsible to make sure their classrooms comply with this policy. Violations will be immediately reported and are to be dealt with in accordance with Administrative procedures.
5. Classrooms will be inspected by the building administrator on a weekly basis, and any of the above mentioned non-school sponsored or non-approved material will be removed immediately and appropriate disciplinary actions will be taken to correct any deviations from this policy.
6. The staff will also be responsible for making sure their own and their students' apparel choices are not in violation of this policy.

#### **V. VIOLATION REPORTING**

1. Any student that feels this policy is not being reflected in their classroom or building are encouraged to file a report immediately.
2. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be investigated in the same manner as a written violation.
3. Nothing in this policy shall prevent any person from reporting a violation directly to a school district human rights officer, staff member, school board member, or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
4. These reports must be sent directly to the building principal and Superintendent for immediate review and action. Obvious classroom non-school materials violations shall be immediately corrected in conformance with the intent of this policy. The school board will also be made aware of these incidents by the Superintendent, and be kept updated on the immediate investigation, findings, and outcomes.

5. Retaliation against any student or staff member for filing a complaint is prohibited. If a student or staff member feels they are a victim of any kind of retaliation or unfair treatment, the above reporting steps are to be taken immediately.

6. False accusations or reports involving this policy are prohibited and will be met with the same disciplinary action.

7. False reporting, making unsubstantiated or biased claims against students or staff members, or grandstanding is prohibited, and covered and protected under this policy.

8. Individuals found in violation of this policy can expect disciplinary action up to and including suspension, termination, or discharge.

## **VI. IMPLEMENTATION/NOTICE OF POLICY**

The Superintendent is hereby directed by the School Board to immediately enact all necessary administrative procedures, necessary definitions, directives, and/or district rules to implement, enforce and effectuate the intent of this policy. A written copy of the Superintendent's Administrative procedures, directives and/or district rules will be provided to all school board members.

The Superintendent is also charged with the responsibility to track and document each incident where this adopted board policy has not been consistently applied, enforced and/or has been violated and to report such deficiencies to the School Board. The Superintendent is further required to report to the board in writing specifically "why" the adopted board policy was not enforced and what specific actions were taken by the Superintendent to immediately address any deficiencies noted in the Superintendent's report.

### **Legal References:**

Minn. Stat. § 120B.232 (Character Development Education)

Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)

Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)

Minn. Stat. § 121A.031 (School Student Bullying Policy)

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

Minn. Stat. § 609.341 (Definitions)

Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)

20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)

29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)

29 U.S.C. § 794 (Section 504 of the Rehabilitation Act of 1973)

42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)

42 U.S.C. § 2000d et seq. (Title IV and VI of the Civil Rights Act of 1964)

42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)

42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Cross References:

Policy 102 (Equal Educational Opportunity)

Policy 401 (Equal Employment Opportunity)

Policy 402 (Disability Nondiscrimination Policy)

Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)

Policy 406 (Public and Private Personnel Data)

Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)

Policy 506 (Student Discipline)

Policy 514 (Bullying Prohibition Policy)

Policy 515 (Protection and Privacy of Pupil Records)

Policy 521 (Student Disability Nondiscrimination)

Policy 522 (Title IX Sex Nondiscrimination, Grievance Procedures and Process)

Policy 524 (Internet Acceptable Use and Safety Policy)

Policy 525 (Violence Prevention)

Policy 526 (Hazing Prohibition)

Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)