

Bias Incident Response Protocol

Neah-Kah-Nie Middle School - May 2024



Bias Incident Response Protocol



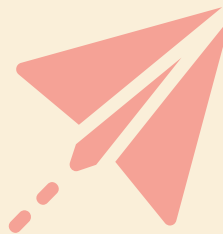
Policy

What policies guide the identification of and response to a bias incident?



Process

What is the process that is followed to respond to possible bias incidents?



Progress

What do we intend to accomplish through the implementing this process?



Purpose

What do we intend to accomplish through this process?

Oregon Administrative Rule 581-022-2312

Board Policy

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graph TD; A[Board Policy] --- B[Every Student Belongs]; A --- C[Bias Incident Complaint]
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Every Student Belongs

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.

Bias Incident Complaint

The district will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

Process

01 **Assemble**

When a report is made, the team gathers to document the report and review the process.

02 **Investigate**

The team interviews the person impacted, the person who caused harm, and witnesses.

03 **Plan**

The team reviews interview data, consults with NWRESD Safety & Prevention Specialist and begins safety and support planning to prevent further harm.

04 **Respond**

Prioritize non-punitive remedial measures focused on education for the person who caused harm, continue support for persons harmed, and provide written notification to parents of students impacted.

Foster A Safe, Equitable, & Inclusive Learning Environment

Review policies and procedures for potential improvements or clarifications.

Leadership

Participate in training for identifying, reporting, and responding to potential bias incidents.

Staff

Empower students with advocacy skills through modeling and education by staff.

Students



Purpose

Support & Empower



Person Harmed

- Recognize & validate the Impact
- Utilize trauma informed interviewing
- Ensure Safety & Wellbeing
- Facilitate Repair When Desired & Appropriate
- Promote Healing
- Communicate with Families
- Connect with counseling and mental health support

Transform & Educate



Person Who Harmed

- Remedial education regarding the Impact of hate speech and symbols and the history of racism
- Engage in capacity & empathy building
- Facilitate collaborative problem - solving
- Implement a safety plan considering environmental and situational needs
- Connect with counseling and mental health support

Promote Long Term Environmental & Behavioral Improvement



Resources

- [Every Student Belongs OAR](#)
- [ODE Bias Incident Response Guide](#)
- [NKNSD Board Policy ACB](#)
- [NKNSD Board Policy ACB-AR](#)



