

Every Student Belongs

School Board Proclamation of Commitment to Equity and Anti-Racism

WHEREAS, the recent incidents of violence against Black Americans highlight the systemic bias and institutional racism pervasive in our society;

WHEREAS, systemic bias and institutional racism plays a dehumanizing role that degrades the district's ability to provide community connected education that creates belonging, prepares and inspires;

WHEREAS, we recognize that the experiences and outcomes for historically underserved and marginalized groups¹ in our district must be improved;

WHEREAS, as school board members we are committed to not just enforcing the existing policies of non-discrimination and equal opportunity, but we are committed to proactively creating an environment of equity and anti-racism such that all members of our community feel welcome, safe, supported and worthy.

NOW, THEREFORE BE IT RESOLVED, by the Board of Directors for the Sisters School District that:

1. The Sisters School District Board of Directors commits to work, as individuals and collectively, to promote equity and anti-racism in all aspects of our governance.
2. The Sisters School District Board of Directors shall set specific superintendent and board goals for the 2021-2022 school year that support equity and anti-racism progress.
3. The Sisters School District Board of Directors shall review, update and set policies during the 2021-2022 school year that support equity and anti-racism.
4. The Sisters School District Board of Directors shall continue these goal and policy setting practices into 2022-2023 school year and beyond, while also making discrete budgetary decisions that support equity and anti-racist commitments.

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 an 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 nooses², symbols of neo-Nazi ideology or the battle flag of the Confederacy.

¹ Historically underserved and marginalized groups include, but are not limited to, people of color; those experiencing poverty, homelessness, or foster/kinship care; students who identify at LGBTQ+; students receiving special education instruction; and students who are linguistically diverse.

² The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).

The district prohibits the use or display of any symbols of hate³ on school property⁴ or in an education program⁵ except where used in teaching curriculum that is aligned with the state standards of education for public schools.

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

The district prohibits retaliation against an individual⁶ 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):

[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).

Cross Reference(s):

ACB-AR - Bias Incident Complaint Procedure

³ 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 right of other students to be secure and be let alone." These reasons may include previous incidents, current conditions in the schools and other factors.

⁴ "School property" means any property under the control of the district.

⁵ "Education program" includes any program, service, school or activity sponsored by the district.

⁶ 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.