

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Asst. Superintendent, LSS
Issue No: 2
Date: 2/11/08
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Reference: EC 200 *et seq.*, 48900.3;
Article 1, Section 28(c)
California Constitution

ARTICLE: 5.0 STUDENT PERSONNEL

SECTION 5.28 HATE HARASSMENT AND HATE BEHAVIOR

The Governing Board affirms the right of every student to learn in an environment free from harassment and hate-motivated behavior. It is the commitment of the District to provide a safe and harmonious learning environment for our students. Behavior or statements that degrade, intimidate, harass, and/or harm an individual or group on the basis of race, ethnicity, culture, heritage, gender, sexual orientation, physical/mental attributes, or religious beliefs or practices will not be tolerated.

Pursuant to Education Code 200 *et seq.*, schools have an affirmative obligation to combat bias as well as a responsibility to provide equal educational opportunity that supports human dignity and equality. The California Department of Education defines hate-motivated behavior as an act, or attempted act, motivated by hostility toward a victim's actual or perceived race, ethnicity, national origin, immigrant status, gender, sexual orientation, religious belief, age, disability, or any other physical or cultural characteristic. Some hate-motivated behavior may also be a crime as defined in state or federal law.

Any student who feels that he/she is a victim of harassment or hate-motivated behavior shall report it to a teacher, administrator, or other school district adult. If the student believes that the situation has not been remedied, he/she may file a complaint in accordance with district complaint procedures.

Staff who receive notice of hate-motivated behavior, or personally observe such behavior, shall notify the principal or supervisor. The principal, principal's designee, or supervisor shall report this to law enforcement.

Students demonstrating harassment or hate-motivated behavior shall be subject to discipline in accordance with Board policy and administrative procedure.

Elements of this policy and its administrative procedure will be integrated into existing school plans, such as the school safety and staff development plans. The administrative procedures address training for students and staff and other elements to support this policy.