

## **Overview of the Hate Harassment and Hate Behavior Policy Article 5.0**

It is the commitment of the Governing Board and 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. The Hate Harassment and Hate Behavior Policy was drafted during the 2007-2008 school year, and adopted by the Board of Education in February 2008.

The scope of the supporting Administrative Procedure applies to all allegations of hate-motivated behaviors and criminal actions toward any student in the academic environment of the Poway Unified School District, including allegations relating to school sponsored activities.

Poway Unified School District Board Policy, supported by the California statute, 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. The Governing Board and the District will create and support programs for students and staff which are designed to promote understanding and appreciation of diversity, to instill the principles of justice and a comprehension of the rights, duties and dignity of American citizenship and the meaning of equality and human dignity, including promotion of harmonious relations. The purpose of these efforts is to create an environment that encourages pupils to realize their full potential.

Annually each student shall receive a copy of the Board Policy and Administrative Procedures Article 5.0, section 5.28 and, inform students on methods to report hate-motivate behavior, and provide staff training regarding identifying, reporting and responding to hate-motivated behavior. This District's commitment is also to ensure that each reported incident will be investigated in a timely manner, communicated with the parents or guardians of the victims, appropriate consequences for the perpetrator will be assigned.

Detailed information regarding the Hate Harassment and Hate Behavior Policy Article 5.0 Section 5.28.1 was including in your child's enrollment paperwork, and is readily available on the district website, <http://powayusd.sdcoe.k12.ca.us/news/hotline.asp>.

Thank you for your support at home in making all of our schools positive learning environments for all of your students.