

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

BOARD POLICY

Name: Every Student Belongs

Section:

Code: ACB-BP

Bend-La Pine Schools is a community of learners committed to the success of each and every student. This success must not be predicted or predetermined by race, ethnicity, country of origin, family economics, mobility, gender, sexual orientation, gender identity, or religion.

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 a school or educational environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin, this includes being free of bias incidents and symbols of hate.

“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 nooses¹, symbols of neo-Nazi ideology and the battle flag of Confederacy.

The district prohibits the use or display of any symbols of hate on any property under the control of the district, or in an education program² except where used in teaching curriculum that is aligned with the state standards of education for public schools.

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

The district prohibits retaliation against an individual because that person has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation. ORS 659.852 prohibits retaliation only against students. Other statutes, and other complaint procedures, prohibit retaliation against staff and other for reporting or providing information a complaint or investigation.

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).

District Reference(s):

[ACB-AR: Bias Incident Complaint Procedure](#)

[JBB-AP: Educational Equity](#)

[Executive Limitation 13: Equity & Anti-Racism](#)

Reviewed: 10/2020, 12/2021
Approved: 12/2020, 4/12/2022