

Policy 5145.9: Hate-Motivated Behavior

Status: ADOPTED

Original Adopted Date: 06/01/1999 | **Last Revised Date:** 10/25/2022 | **Last Reviewed Date:** 10/25/2022

The Governing Board is committed to providing a respectful, inclusive, and safe learning environment that protects students from discrimination, harassment, intimidation, bullying, or any other type of behavior that is motivated by hate.

Hate-motivated behavior is any behavior intended to cause emotional suffering, physical injury, or property damage through intimidation, harassment, bigoted slurs or epithets, force or threat of force, or vandalism motivated in part or in whole by bias or hostility toward the victim's real or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55.

The Superintendent or designee shall design strategies to promote harmonious relationships among students, prevent incidents of hate-motivated behavior to the extent possible, and address such incidents in a timely manner when they occur.

The Superintendent or designee shall collaborate with regional programs and community organizations to promote an environment where diversity is celebrated and hate-motivated behavior is not tolerated. Such collaborative efforts shall focus on the development of effective prevention strategies and response plans, provision of assistance to students affected by hate-motivated behavior, and/or education of students who have perpetrated hate-motivated acts.

The District shall provide students with age-appropriate instruction that:

1. Includes the development of social-emotional learning;
2. Promotes an understanding, awareness, appreciation, and respect for human rights, human relations, diversity, and acceptance in a multicultural society;
3. Explains the harm and dangers of explicit and implicit biases;
4. Discourages discriminatory attitudes and practices;
5. Provides strategies to manage conflicts constructively.

As necessary, the District shall provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

When appropriate, students who engage in hate-motivated behavior shall be disciplined.

The Superintendent or designee shall provide staff with training that:

1. Promotes an understanding of diversity, equity, and inclusion;
2. Discourages the development of discriminatory attitudes and practices;
3. Includes social-emotional learning and nondiscriminatory instructional and counseling methods;
4. Supports the prevention, recognition, and response to hate-motivated behavior;
5. Raises the awareness and sensitivity of staff to potentially prejudicial and discriminatory behavior;
6. Includes effective enforcement of rules for appropriate student conduct.

Employees who engage in hate-motivated behavior shall be subject to disciplinary action, up to and including dismissal.

Rules prohibiting hate-motivated behavior and procedures for reporting a hate-motivated incident shall be provided to students, staff, and parents/guardians.

This policy shall be posted in a prominent location on the District's website in a manner that is readily and easily accessible to parents/guardians and students. (Education Code 234.6)

Complaints

Any staff member who is notified that hate-motivated behavior has occurred, observes such behavior, or otherwise becomes aware of an incident shall immediately contact the compliance officer responsible for coordinating the District's response to complaints and complying with state and federal civil rights laws. As appropriate, the staff member shall also contact law enforcement.

A student or parent/guardian who believes the student is a victim of hate-motivated behavior is encouraged to report the incident to a teacher, the principal, the District's compliance officer, or other staff member.

Any complaint of hate-motivated behavior shall be investigated and, if determined to be discriminatory, shall be resolved in accordance with law and the District's uniform complaint procedures specified in AR 1312.3 - Uniform Complaint Procedures or other applicable procedure. If, during the investigation, it is determined that a complaint is about nondiscriminatory behavior, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

| State | Description |
|------------------------|--|
| 5 CCR 4600-4670 | Uniform complaint procedures |
| 5 CCR 4900-4965 | Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance |
| Ed. Code 200-262.4 | Prohibition of discrimination |
| Ed. Code 32280-32289.5 | School safety plans |

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| Ed. Code 48900.3 | Suspension for hate violence |
| Ed. Code 48900.4 | Suspension or expulsion for harassment, threats, or intimidation |
| Gov. Code 11135 | Prohibition of discrimination |
| Pen. Code 422.55 | Definition of hate crime |
| Pen. Code 422.6 | Crimes; harassment |
| Federal | Description |
| 28 CFR 35.107 | Nondiscrimination on basis of disability; complaints |
| 34 CFR 100.3 | Prohibition of discrimination on basis of race, color or national origin |
| 34 CFR 104.7 | Section 504; Designation of responsible employee and adoption of grievances procedures |
| 34 CFR 106.30 | Discrimination on the basis of sex in education programs and activities; definitions |
| 34 CFR 106.44 | Recipient's response to sexual harassment |
| 34 CFR 106.45 | Grievance process for formal complaints of sexual harassment |
| 34 CFR 106.8 | Designation of coordinator; dissemination of policy, and adoption of grievance procedures |
| 34 CFR 110.25 | Prohibition of discrimination based on age |
| Management Resources | Description |
| CA Office of the Attorney General Publication | Promoting Safe & Secure Learning Environment for All: Guidance & Model Policies to Assist CA K-12 Schools in Responding to Immigration Issues, 4/2018 |
| California Department of Education Publication | Bullying at School, 2003 |
| Human Rights Campaign Foundation Publication | California LGBTQ Youth Report, January 2019 |
| U.S. DOE, Office for Civil Rights Publication | Dear Colleague Letter: Prohibited Disability Harassment, July 2000 |
| U.S. DOE, Office for Civil Rights Publication | Dear Colleague Letter: Harassment and Bullying, October 2010 |
| Website | CSBA District and County Office of Education Legal Services |
| Website | California Association of Human Relations Organizations |
| Website | California Office of the Attorney General |
| Website | U.S. Department of Justice |
| Website | U.S. Department of Health and Human Services |
| Website | CSBA |
| Website | U.S. Department of Education, Office for Civil Rights |

Cross References

| Code | Description |
|-----------------|---|
| 0410 | Nondiscrimination In District Programs And Activities |
| 0415 | Equity |
| 0450 | Comprehensive Safety Plan |
| 0450 | Comprehensive Safety Plan |
| 0460 | Local Control And Accountability Plan |
| 0460 | Local Control And Accountability Plan |
| 1312.1 | Complaints Concerning District Employees |
| 1312.1 | Complaints Concerning District Employees |
| 1312.3 | Uniform Complaint Procedures |
| 1312.3 | Uniform Complaint Procedures |
| 1312.3-E PDF(1) | Uniform Complaint Procedures |
| 1312.3-E PDF(2) | Uniform Complaint Procedures |
| 1313 | Civility |
| 1400 | Relations Between Other Governmental Agencies And The Schools |
| 1700 | Relations Between Private Industry And The Schools |
| 3515 | Campus Security |
| 3515 | Campus Security |
| 3515.4 | Recovery For Property Loss Or Damage |
| 3515.4 | Recovery For Property Loss Or Damage |
| 4118 | Dismissal/Suspension/Disciplinary Action |
| 4118 | Dismissal/Suspension/Disciplinary Action |
| 4131 | Staff Development |
| 4218 | Dismissal/Suspension/Disciplinary Action |
| 4218 | Dismissal/Suspension/Disciplinary Action |
| 4231 | Staff Development |
| 4331 | Staff Development |
| 5131 | Conduct |
| 5131.2 | Bullying |
| 5131.2 | Bullying |

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| 5131.4 | Student Disturbances |
| 5131.4 | Student Disturbances |
| 5131.5 | Vandalism And Graffiti |
| 5136 | Gangs |
| 5137 | Positive School Climate |
| 5141.52 | Suicide Prevention |
| 5141.52 | Suicide Prevention |
| 5144 | Discipline |
| 5144 | Discipline |
| 5144.1 | Suspension And Expulsion/Due Process |
| 5144.1 | Suspension And Expulsion/Due Process |
| 5144.2 | Suspension And Expulsion/Due Process (Students With Disabilities) |
| 5145.11 | Questioning And Apprehension By Law Enforcement |
| 5145.12 | Search And Seizure |
| 5145.2 | Freedom Of Speech/Expression |
| 5145.2 | Freedom Of Speech/Expression |
| 5145.3 | Nondiscrimination/Harassment |
| 5145.3 | Nondiscrimination/Harassment |
| 5145.7 | Sexual Harassment |
| 5145.7 | Sexual Harassment |
| 5145.71 | Title IX Sexual Harassment Complaint Procedures |
| 5145.71-E PDF(1) | Title IX Sexual Harassment Complaint Procedures |
| 5148.2 | Before/After School Programs |
| 5148.2 | Before/After School Programs |
| 6142.3 | Civic Education |
| 6142.8 | Comprehensive Health Education |
| 6142.8 | Comprehensive Health Education |
| 6142.94 | History-Social Science Instruction |
| 6144 | Controversial Issues |
| 6163.4 | Student Use Of Technology |
| 6163.4-E PDF(1) | Student Use Of Technology |
| 6164.2 | Guidance/Counseling Services |

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