

MITCH Charter School

Code: ACB
Adopted: 7/20/23

Every Student Belongs

Access | Ensure that racially, culturally and socioeconomically diverse students have equitable access to excellent educators, those teachers and leaders who are impactful and empowering.

Inclusion | Involvement and empowerment; Where the fundamental value and dignity of all people are accepted. MITCH develops and maintains a sense of belonging and practices respect for the talents, abilities, backgrounds, and lifestyles of its families.

Opportunity | With access and inclusion combined, we will make MITCH a beacon in our community.

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.

“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 or the battle flag of the Confederacy.

The public charter school prohibits the use or display of any symbols of hate on school property² or in an education program³ except where used in teaching curriculum that is aligned with state standards of education for public schools.

In responding to the use of any symbols of hate or bias incidents, the public charter school will use non-disciplinary remedial action whenever appropriate.

¹ The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).

² “School property” means any property under the control of the public charter school.

³ “Education program” includes any program, service, school or activity sponsored by the public charter school.

The public charter school prohibits retaliation against an individual 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 public charter school facilities pursuant to a lease or license.

The public charter school 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 174.100](#)

[ORS 659.852](#)

[OAR 581-022-2312](#)

[ORS 339.347](#)

[OAR 581-022-2370](#)

[ORS 659.850](#)

[OAR 581-002-0005](#)

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):

AC - Nondiscrimination

GBEA - Workplace Harassment

GBNA - Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying – Staff

GBN/JBA - Sexual Harassment

JBA/GBN - Sexual Harassment

JBB - Educational Equity

JFCF - Harassment, Intimidation, Bullying or Cyberbullying – Student