



# Mitchell School District 17-2 POLICY

## Category

## Approval

Series 100: Foundations and  
Basic Commitments

Adopted	Revised
Reviewed	
6/26/2023	

## **HATE SPEECH ON SCHOOL PROPERTY**

**MSD 121**

The District finds that racial epithets and slurs as to color, nation origin, sex, disability, or religion create a disturbance in, and interference to, the educational environment, which outweigh any legitimate educational purpose. The Mitchell School District denounces and prohibits the use of racial epithets and slurs, regardless and irrespective of context, user, audience, target, intent, or lack thereof, purpose or lack thereof, bias or lack thereof, or means of communication. Any words or language that would have an offensive meaning if it was used by a member of a certain race, color, national origin, sex, disability, or religion is prohibited regardless of the user. This policy shall apply to all administrators, staff, students, visitors, parents, and guardians:

- (1) in school, on District property, on school District provided transportation, and at designated locations for such;
- (2) during any District-sponsored or District-sanctioned program or activity;
- (3) when the transmission of racial epithets and slurs as to national origin is through electronic means from a District computer or computer network, or other electronic school equipment;
- (4) when offenses occur in e-School/e-Learning;
- (5) when completing reports; or
- (6) when racial epithets and slurs as to color, national origin, sex, disability, or religion occur off District property or through the transmission of information from a computer that is accessed from non-District property, if the words or language causes a substantial disruption to the educational process or the orderly operation of a school. This may include, but is not limited to, prohibited communication disseminated through social media, chat groups, and email, with a nexus to the school.

Any curricular materials containing racial epithets and slurs as to national origin must be approved by both the Director of Curriculum and the building Principal (or Superintendent). When context requires reference to racial epithets and slurs as to national origin, abbreviations or culturally aware substitutions may be used.

### **Reporting:**

An administrator, staff, student, visitor, parent, or guardian who believes they have been a victim of hate speech should report the situation to a school administrator or staff member.

Within one school day, a school official will notify the guardian(s), of those students whom are believed to be directly involved, of the matter being investigated. As well, and within 5-weekdays, a school official will notify the guardians of any updates related to the situation. Guardians, of those directly involved, will also be notified once the concerning matter has been resolved.

**Offenses:**

Administrators, staff, students, visitors, parents, or guardians who violate this policy shall be subject to sanctions commensurate with the offense as determined by the Superintendent or his/her designee.