



YSO Policy: Anti-Discrimination and Respect for Diversity

It is important for an anti-discrimination policy to be as inclusive as possible.

This policy is from a public school, and it includes harassment, including sexual harassment, bullying, and hazing. For this policy, BE SAFE recommends the following:

- Include anti-discrimination on the basis of color, religion, atheism, spirituality, immigration status, pregnancy, genetic information, and any other class that adversely affects an individual's employment or education;
- Include a clause that emphasizes that *"youth with religious or disability statuses may request reasonable accommodations"*;
- Define "disciplinary action";
- Include a "respect for diversity" sub-policy within this policy.

Policy:

The School B is committed to maintaining a work and educational environment free from all forms of discrimination and harassing conduct. We expect all employees, students and other members of the school community to conduct themselves in an appropriate manner with concern and respect for all members of the school community. Discrimination or harassment on the basis of race, national origin, religion, age, sex, gender identification, sexual orientation, socioeconomic status, ability or disability in any form will not be tolerated.

- a. It is the policy of the School B to maintain a working and learning environment for students and employees that is free from discrimination or harassment of any kind, including sexual harassment, bullying and hazing. It is a violation of this policy for any member of the school community to discriminate or harass another through conduct or communication as defined in this policy. Any allegation of discrimination or harassment will be investigated by Human Resources personnel and, if a violation of this policy is substantiated, disciplinary action will be taken.
- b. Each administrator is responsible for promoting understanding and acceptance of, and assuring compliance with, state and federal laws and school policy and procedures governing discrimination and harassment within his/her school or office.
- c. It is the responsibility of every employee, student and parent/guardian to recognize acts of harassment and take every reasonable action necessary to ensure that the applicable policies and procedures of this school district are implemented. The use of the term *harassment* is deemed to reference harassment as defined by this policy as well as to include harassment of any kind, including sexual harassment, bullying, and hazing.
- d. It is a violation of this policy for any administrator, teacher, or other employee, or any student to engage in or condone harassment in school or to fail to report or otherwise take reasonable corrective measures when they become aware of an incident of harassment.
- e. This policy is not designed or intended to limit the school's authority to take disciplinary or remedial action when such harassment occurs out of school but has a nexus to school, or is disruptive to or materially and substantially interferes with an employee's work, personal life, a student's school work, or participation in school related opportunities or activities. Reports of cyberbullying by electronic or other means, occurring in or out of school will be reviewed and, when a nexus to work or school exists, will result in discipline. Parents/guardians of students alleged to have engaged in cyber harassment will be invited to attend a meeting at which the activity, words or images subject to the complaint will





YSO Policy: Anti-Discrimination and Respect for Diversity

be reviewed. A student disciplined for cyberbullying will not be re-admitted to the regular school program until his or her parent(s) attend such meeting.

- f. Any employee or student who believes that he or she has been subjected to harassment has the right to file a complaint and to receive prompt and appropriate handling of the complaint. Further, all reasonable efforts shall be made to maintain the confidentiality and protect the privacy of all parties, but proper enforcement of this policy may require disclosure of any or all information received.
- g. Knowingly providing false reports of harassment or manipulation of investigative processes will be subject to disciplinary action.
- h. Any student or staff member who, after an investigation, has been found to have engaged in the discrimination or harassment of a student or staff member in any school setting or at any school-sponsored event will be subject to disciplinary action.

Add Respect for Diversity sub-policy:

This policy is from a middle school-age afterschool youth and family program. This sub-policy is an assets-based addition to an anti-discrimination policy. For this policy, BE SAFE recommends the following:

- Include it within the anti-discrimination policy;
- include as many statuses as possible, representing many status intersections.

Respect for Diversity Guidelines (Sub-policy):

[Name of state's] youth represent diverse cultures, talents, races, genders, needs, beliefs, orientations and family lifestyles. Communities are becoming small global societies, enriched by different cultural beliefs and practices of its members. A quality program recognizes and reflects diversity through its staff, programming, materials, activities, and environment. Ongoing professional development for the staff, which includes awareness of personal attitudes and beliefs, is essential in promoting diversity and planning activities. Facilitating the full inclusion of all youth and families into the teen program requires careful consideration and specific planning. By providing flexible scheduling and a choice of materials and activities, the teen program attempts to meet the various personal needs, interests, and talents of youth and their families. The teen program contributes to the development of mutual respect by providing an opportunity for youth and families to share with one another in meaningful and personal ways. The program staff are trained to be aware of and sensitive to the needs and experiences of youth and families from all cultures, backgrounds, and family lifestyles.

- a. Youth and families are given opportunities to share their cultural traditions and experiences.
- b. Activities and curriculum are planned to include and celebrate the traditions of all cultures.
- c. Program materials and environment reflect cultural diversity in art, books, games and art supplies.
- d. Food choices and preparation are made with sensitivity to the cultural dietary requirements of all youth in the program.

The program promotes respect and celebration of all cultures in all communication.



Boston Area Rape Crisis Center, 99 Bishop Allen Drive, Cambridge, MA 02139 / 617.492.8306

www.besafe.org · besafe@barcc.org