

Regulation Code: 1710/4020/7230-R Discrimination and Harassment Prohibited by Federal Law

Chatham County Schools is committed to providing safe, empathetic, respectful, and supportive learning environment to empower every student to make meaningful contributions to the world. When students and staff use or experience racial insults, slurs, and/or other hate speech, we lack the positive culture and climate that support students' growth.

Every individual is valued in Chatham County Schools. When overhead or reported, staff members are to immediately address racial slurs, hate speech, or a related incident in accordance with the Code of Conduct Student Discipline Guidelines or Chatham County Schools policy.

A. Immediate Actions. If an issue of racial slurs, hate speech or a related incident occurs, or is reported, the principal/assistant principal will:

1. Notify, on the day of the incident/report, the parent/guardian of the students directly and indirectly affected.
2. Investigate the incident and notify the appropriate district level staff. Notify the Human Resources Department if the incident involves an employee. Human Resources will investigate incidents involving an employee and address the reported behavior in accordance with school board policy governing professional conduct and all other applicable policies.
3. The school principal will inform/update the parent/guardian of the involved students within five (5) school days or sooner, of the status of the investigation into the reported concern.
4. The principal/assistant principal will take the opportunity to remind the student and parent community of the expectation around the concern. The principal/assistant principal will work with their direct supervisor, a representative of the Office of Excellence and Opportunity, school based and district Student Services staff and Public Information Office in to determine the best manner to inform the broader community considering the following:
 - a. The scope of the incident.
 - b. Social-emotional well-being of the student(s) harmed.
 - c. Confidentiality for those involved.
5. Provide social-emotional support for the student(s) harmed and known witness(es) by involving using available school and community resources.
6. Identify the current and future impact of the harm done and leverage support of the school-based equity team and the district's staff for the use of student/faculty focus groups, restorative circles, or restorative conferences, as appropriate.
7. The school principal/assistant principal will follow discipline protocols and implement consequences immediately following the investigation or as soon as is practicable.
 - a. In addition to receiving a disciplinary sanction, the student who caused harm will complete a reflective lesson related to the incident. The administrative response will only be shared with the parent/guardian of the student(s) receiving the sanction.

8. Notify the parent/guardian of the students directly involved once the investigation is completed.

9. The school principal/assistant principal with the support of district operations staff, if necessary, will ensure that all racial slurs/derogatory language graffiti is removed immediately, if any.

B. Post Incident Actions. After an issue of racial slurs, hate speech, or a related incident, the school principal/assistant principal will:

1. Identify community or central office support that may offer ongoing school improvement. Develop an after-incident plan of action to include restorative practices and other in-school opportunities for reconciliation and community building.

2. Debrief with the school-based leadership team and the Office of Excellence and Opportunity to determine training considerations for faculty, staff, and/or students and families.

3. The school will develop a plan to ensure follow-up with the affected student(s) by school-based student services staff following the event, prior to students returning to class or a normal schedule.

C. Student Services Support. Student Services Support Team members (school counselors, school social workers, etc.) are available at all elementary, middle, and high schools and include the school counselor, school social worker, school psychologist, and student assistance specialist at the secondary level.

The Student Services Support Team member(s) can offer support by any of the following:

1. Meet with the student harmed to learn about the concern from the student's perspective and identify an appropriate response/intervention and follow-up with the student/parent.

2. Provide ongoing support to all students involved and/or impacted until the level of care is no longer deemed necessary (student harmed, student who placed harm, witnesses, or others).

3. Meet with (individually or group) with other student(s) involved to repair the relationship to determine support.

4. Initiate a restorative circle and/or conference, focus groups, mediation, conflict resolution process, if appropriate.

5. Follow-up with the parents/guardians of all students involved and/or impacted to offer support and/or resources.

6. Follow-up with the faculty/staff member(s) involved to offer support and/or resources needed or the impacted environment (classroom, grade level, bus, etc.).

7. Identify and facilitate if there is a need to connect with student harmed to other positive peers (lunch buddy, peer advocate/ally, etc.).

8. Report to the school principal/assistant principal any concerns that the student(s) may raise which requires an administrative response.

9. Identify concerns that may be a school-wide issue needing to be addressed through

training for faculty, staff, and possibly community.

Adopted: March 14, 2022

Chatham County Schools
