



PPS Protocols to Respond to Hate Speech

PPS is committed to realizing our community's vision that a graduate of Portland Public Schools will be a compassionate, critical thinker, able to collaborate and solve problems, and be prepared to lead a more socially just world. To ensure a learning environment of safety, security and belonging for every student, PPS does not tolerate hate speech nor acts of discrimination.

These protocols are designed to provide additional guidance and clarify protocols for PPS educators, principals and staff as incidents of hate speech continue to escalate in our community and across the nation. This guide will provide initial guidance on anonymous incidents and will continue to be updated to provide guidance to additional incidents. This guide was developed across departments at PPS and with the feedback from principals. Our goal is to support principals and school communities in providing proactive engagement to prevent incidents from occurring or recurring.

I. Current District Policy

In 1997, PPS adopted the [Non-Discrimination/Anti-Harassment Policy](#) which has been amended throughout the years to respond to emerging situations.

The intent of the policy is to provide a culture of safety for students, families and employees by outlining protected classes, providing mechanisms for complaints and reporting to ensure the safety and well-being of all. The district's protected classes include: age, national origin, disability, economic status, race, religion, gender, sexual orientation, and gender expression or identity. The policy also provides consequences for those who engage in discriminatory practices, dismissal of staff and trespass of parents and volunteers.

II. Incident Response Protocols for Anonymous incidents

When an adult notices an anonymous incident of vandalism, graffiti, or concerning behavior:

1. Notify your principal, and your supervisor who will make determination if removal would hinder investigation
2. Document the incident by taking pictures, screen shots, or saving a copy of materials used
3. Cover or remove the content as quickly as possible. The building custodian will call maintenance line 503-916-3303 for removal.
4. Report to PPS Central Office-senior director (Principal or designee will call)
 - a. Problem solve with administrator
 - b. Help determine support needed
 - c. Contact communications, etc. as needed for additional support

5. Issue initial communication
 - a. Consider communication with staff, parents, and students
6. Follow Up:
 - a. Fill out Central Office Google Form:
[PPS Hate Speech Response Form](#)

III. Communication

1. In the event of an anonymous act of hate speech within 24 hours, school administrators should issue a community wide communication denouncing the act and reaffirming PPS values of inclusion.

Please share the communication with school staff and central office prior to the general release.

DRAFT LANGUAGE:

On (INSERT DATE), someone engaged in hate speech at our school, _____ (describe the incident)_____. This incident was documented, the language/material/content was removed. The administration invoked our reporting and response protocols and, with the support of the central office, we will continue to address this issue by _____. If you have any information, you can report to the principal, or trusted staff member or anonymously to [SafeOregon](#). If you do not feel safe and you would like to speak to a caring adult, please contact: _____ (*counselor, climate, teacher, etc*).

Student safety and inclusion is the District’s core value. Hate is not tolerated nor accepted in our community. This incident is an affront to our core values of Racial Equity and Social Justice, Respect, Honesty and Integrity. We value and respect everyone in our school community and understand that our diversity makes us stronger. Everyone is welcome at _____ and everyone belongs. Every student deserves a positive educational experience where they feel safe, secure and a sense of belonging.

IV. Reporting to Central Office

In order to review and analyze incidents across the district so that we can better respond and proactively provide support to school communities, the central office will utilize a google form to track incidents.

LINK TO FORM - [PPS Hate Speech Response Form](#)

V. District Wide Resources

[Western States Center Tool Kit](#) on confronting white nationalism

Documented list of offensive symbols for distribution: [Anti-Defamation League Hate on Display™ Hate Symbols Database](#)

[City of Portland: PUAH](#)

In Development:

PPS Training - training designed to assist school leaders and staff respond to various incident types

Student Support - coordination with Restorative Justice and other programs to support students

Parent Engagement - communication and training for parents

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