

Howard Street Charter School

All Students Belong



HOWARD STREET CHARTER SCHOOL'S EQUITY-CENTERED PROFESSIONAL LEARNING COMMUNITY

"Trust is the connective tissue that holds improving schools together."

Anthony S. Bryk and Barbara Schneider, 2002

Purpose: Set ourselves apart as a distinguished equity-centered proficiency-based charter middle school that engages students around the three E's. Equity decisions at Howard Street are based on the following definition:

Working towards equity at Howard Street Charter School involves:

- Removing the predictability of success or failures that currently correlates with any social or cultural factor, Howard Street strives to ensure equally high outcomes for all of its participants.
- Interrupting inequitable practices, eliminating biases and creating inclusive multicultural school environments for adult and children; and
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.

Adapted from BAYCES Bay Area Coalition for Equitable Schools

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 an 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 directed at or about any of the preceding demographic groups.

“Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including but not limited to the noose, swastika, or confederate flag¹, and whose display:

1. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or
2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

Howard Street Charter School prohibits the use or display of any symbols of hate on school grounds or in any school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, Howard Street Charter School will use non-disciplinary remedial action whenever appropriate.

Howard Street Charter School prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

Nothing in this policy is intended to interfere with the lawful use of public charter school facilities pursuant to a lease or license.

Howard Street will use the Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

END OF POLICY

Legal Reference(s):

[ORS 659.850](#)
[ORS 659.852](#)

[OAR 581-002-0005](#)
[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

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).

Adapted from the OSBA template Oct 2020 (ACB)

Adopted: Dec 17, 2020

¹ While commonly referred to as the “confederate flag,” the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.