

All Students Belong

The mission of The Emerson School is to provide a developmentally appropriate, meaningful, and challenging education for a diverse group of children in an environment that recognizes, values, and responds to their individual abilities and needs. We will nurture compassionate, capable, and life-long learners who see themselves as being engaged members of their communities whose actions can make a positive difference.

In alignment with our mission, The Emerson School is committed to the success of every student; to achieving equal educational and employment opportunity, and equitable outcomes regardless of address, income, disability, gender, religion, sexual orientation, language, nationality, race or ethnicity.

The staff and board of The Emerson School have an ongoing commitment to racial equity, diversity and inclusion, and are committed to eliminating institutional bias that serves to predict outcomes based on race and poverty. We value a multi-dimensional school community with diversity among staff, students, and families that includes race, ethnicity, age, gender, sexual orientation, gender identity and expression, physical ability, religion, family composition and socioeconomic status. We strive to approach our commitment to equity with cultural humility in our interpersonal interactions, our educational approach, and our community engagement. We are committed to supporting historically underserved and underrepresented populations and creating a community that is welcoming and supportive of all people.

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^{ 1}.

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^{ 2}.

“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, the noose, swastika, or confederate flag³, and whose display:

¹ {OAR 581-022-2312 does not include this list of classes for employees (only for students), but it can be added. }

² {OAR 581-022-2312 does not include this list of classes for visitors (only for students), but it can be added. }

³ 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.

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.

The Emerson 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, The Emerson School will use non-disciplinary remedial action whenever appropriate.

The Emerson 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 The Emerson School's facilities pursuant to a lease or license.

The Emerson School will use administrative regulation ACB-AR - 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).