

VENTURA COUNTY BOARD OF EDUCATION

BOARD POLICY NO. 5145.9

ADOPTED: 08/26/02

CLASSIFICATION: Students

REVISED: 05/29/12

SUBJECT: Hate Motivated Behavior

The Ventura County Superintendent of Schools and the Board of Education affirms the right of every student to be protected from hate motivated behavior, regardless of their race, ethnic group identification, national origin, religion, gender identity, sexual orientation, or mental or physical disability. Furthermore, the Board promotes harmonious relationships among students so as to enable them to gain a true understanding of the civil rights and social responsibilities of people in society.

The Ventura County Board of Education prohibits hate-motivated behavior in all schools and facilities within the organization. The Ventura County Office of Education (hereinafter referred to as VCOE) regards hate-motivated behavior as illegal and it shall not be tolerated.

Any student in a VCOE-operated program who feels that he/she has been the victim of hate-motivated behavior as defined in this policy and administrative regulation, whether committed by an employee, student or volunteer of VCOE, shall immediately report the matter to any school official of the school of attendance. The person receiving the complaint shall immediately report the matter to a school administrator, and an investigation into the complaint will begin.

Staff members who observe or receive notice or personally observe such behavior shall notify the principal, Superintendent or designee and/or law enforcement, as appropriate. Students displaying hate-motivated behavior shall be subject to discipline in accordance with *law*, Board policy and administrative regulation.

Each complaint of hate motivated behavior shall be promptly investigated in a way that respects the privacy of all parties concerned. All complaints will be taken seriously and confidentiality will be maintained as appropriate. There shall be no retaliation in any form against any complainant or participant in the complaint process. As necessary, the district shall provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

To promote an environment free of hate motivated behavior, the school administrator or designee shall ensure that staff receive appropriate training to recognize hate motivated behavior and shall ensure that students receive age-appropriate instruction to promote an understanding of and respect for human rights, diversity, and tolerance in a multicultural society and are provided strategies to manage conflicts constructively.

At the beginning of each school year, students and staff shall receive a copy of the policy on hate motivated behavior.

Legal References:

EDUCATION CODE

200-262.4	Prohibition of discrimination on the basis of sex
32282	School Safety Plans
48900.3	Suspension for Hate Violence
48900.4	Suspension or Expulsion for Threats or Harassment
48915	Expulsion
48915.5	Expulsion of Pupils with Exceptional Needs
48980	Required Notification