

# Logos Public Charter School

Code:           ACB

Adopted:

## EVERY STUDENT BELONGS

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 a school or educational 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 towards 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.

The public charter school prohibits retaliation against an individual<sup>1</sup> because that individual has in good faith reported information that the individual believes is evidence of a violation of a state or federal law, rule or regulation.

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

The public charter school will use administrative regulation ACD-AR-Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

### END OF POLICY

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<sup>1</sup> ORS 659.852 prohibits retaliation only against students. Other statutes (and other complaint procedures) prohibit retaliation against staff and others for reporting or providing information regarding a complaint or investigation.

#### Legal Reference(s):

ORS 659.850

ORS 659.852

OAR 581-002-0005

OAR 581-022-2313

OAR 581-022-2370

HB 2697 (2021)

HB 3041 (2021)