

MORAGA SCHOOL DISTRICT POLICIES REGARDING INCLUSION, EQUITY, NONDISCRIMINATION AND CULTURAL COMPETENCY

The Moraga School District (“MSD”) is committed to creating a school climate that is respectful, supportive and appreciative of all differences. We embrace and value diversity and inclusion of all students, recognizing the rich cultural assets they bring to the district and classroom discourse.

Our goal is to motivate students to be culturally aware and responsible citizens. We seek to ensure that every student can participate in the educational process free from bias, discrimination or hate-motivated behavior. The district does not tolerate hateful, racist, discriminatory or offensive behaviors or conduct. Instead, we value and encourage equity, inclusion, compassion and respect.

The Moraga School District Governing Board has adopted a number of policies and practices that recognize the right of students and staff to attend schools that are safe and free from violence and harassment, and that acknowledge the district’s obligation to provide for the physical and emotional safety of students. Below is a summary of key Board policies, and links to the policies themselves.

Safe School Environment

All students and staff need a safe and supportive school environment in order to succeed. A safe school is one where bullying and fear are not present, students are not discriminated against, expectations for behavior are clearly communicated, and consequences for infractions are consistently and fairly applied.

- The Moraga School District desires to enhance student learning by providing an orderly, caring, and nurturing educational and social environment in which all students can feel safe and take pride in their school and their achievements. The school environment should be characterized by positive interpersonal relationships among students and between students and staff. (Board Policy [“BP”] [5137](#), [5144.1](#))
- In order to create a safe learning environment for all students, MSD protects the right of every student to be free from hate-motivated behavior and will promote 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. (BP [5145.9](#))
- The Moraga School District recognizes the harmful effects of bullying on student learning and school attendance and desires to provide a safe school environment that protects students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate the intimidation, harassment or bullying of any student for any reason. (BP [5131.2](#), [5000](#), [5145.3](#))
- No individual or group shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, retaliate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel. (BP [5131.2](#), [5131](#), [5145.7](#))
- Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. The district shall develop means for students to report threats or incidents confidentially and anonymously. (BP [5131.2](#))
- As appropriate, the district shall provide students with instruction, in the classroom or other educational settings, that promotes social-emotional learning, effective communication and conflict resolution skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior. Such instruction shall also educate students about the negative impact of bullying, discrimination, intimidation, and harassment based on actual or perceived immigration status, religious beliefs and customs, or any other individual bias or prejudice. (BP [5131.2](#))

Equity

The Moraga School District believes that the diversity that exists among the students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals. MSD aims to provide a safe environment that allows all students equal access to, and opportunities in, academic and extracurricular programs.

- The Moraga School District desires to provide a safe school environment, free from discriminatory practices, that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services, and activities. (BP [5000](#), [0410](#))
- Addressing the needs of all learners requires recognition of the inherent value of diversity and acknowledgment that educational excellence requires a commitment to equity in the opportunities provided to students. (BP [0415](#))

Nondiscrimination

The Moraga School District prohibits discriminatory behavior or statements that degrade an individual on the basis of the person's actual or perceived race, ethnicity, culture, heritage, gender, sex, sexual orientation, physical/mental attributes, or religious beliefs or practices.

Further, all district employees are guaranteed full and equal employment access and opportunities, protection from harassment and intimidation, and freedom from any fear of reprisal or retribution for asserting their employment rights in accordance with the law.

- The Moraga School District prohibits unlawful discrimination, including discriminatory harassment, intimidation, and bullying based on the student's actual or perceived race, color, ancestry, nationality, national origin, culture, immigration status, ethnic group identification, ethnicity, age, religion, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or association with a person or group with one or more of these actual or perceived characteristics. (BP [0410](#), [5145.3](#), [5145.9](#))
- Unlawful discrimination may result from physical, verbal, nonverbal, or written conduct based on any of the categories listed above. Unlawful discrimination also includes the creation of a hostile environment through prohibited conduct that is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities. (BP [5145.3](#))
- All complaints alleging unlawful discrimination, including discriminatory harassment, intimidation, or bullying, shall be investigated and prompt action taken to stop the discrimination, prevent recurrence, and address any continuing effect on students. (BP [0410](#), [5145.3](#))
- A student who has been found to have demonstrated hate-motivated behavior shall be subject to discipline in accordance with law, district policy, and administrative regulation. (BP [5145.9](#))
- Any employee who permits or engages in prohibited discrimination, including discriminatory harassment, intimidation, retaliation, or bullying, shall be subject to disciplinary action, up to and including dismissal. (BP [5145.3](#))
- No district employee shall be discriminated against or harassed by any coworker, supervisor, manager, or another person with whom the employee comes in contact in the course of employment, on the basis of the employee's actual or perceived race, color, ancestry, national

origin, age, religious creed, marital status, pregnancy, physical or mental disability, medical condition, genetic information, military and veteran status, sex, sexual orientation, gender, gender identity, gender expression, or association with a person or group with one or more of these actual or perceived characteristics. (BP [4030](#))

Student Discipline

The Moraga School District is committed to providing a safe, supportive, and positive school environment that is conducive to student learning and achievement, and aims to prepare students for responsible citizenship by fostering self-discipline and personal responsibility. The district believes that high expectations for student behavior, use of effective school and classroom management strategies, provision of appropriate intervention and support, and parent/guardian involvement can minimize the need for disciplinary measures that exclude students from instruction as a means for correcting student misbehavior.

- The district shall develop effective, age-appropriate strategies for maintaining a positive school climate and correcting student misbehavior at district schools. The strategies shall focus on providing students with needed supports; communicating clear, appropriate, and consistent expectations and consequences for student conduct; and ensuring equity and continuous improvement in the implementation of district discipline policies and practices. (BP [5144](#))
- Moraga schools shall promote nonviolent conflict resolution techniques in order to encourage attitudes and behaviors that foster harmonious relations. As part of this effort, students shall be taught the skills necessary to reduce violence, including communication skills, anger management, bias reduction, and mediation skills. (BP [5137](#))
- To resolve complaints which may require a more formal process, the district's uniform complaint procedures (UCP) shall be used. (BP [1312.3](#), AR [1312.3](#))

Curriculum

Curriculum and instructional materials for all grades shall reflect cultural and racial diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups of color.

- The Moraga School District will provide a research-based, sequential curriculum that promotes high levels of student achievement and emphasizes the development of basic skills, problem solving, and decision making. (BP [6141](#))
- The district shall provide age-appropriate instruction to help promote an understanding of and respect for human rights, diversity, and tolerance in a multicultural society and to provide strategies to manage conflicts constructively. (BP [5137](#), [5145.9](#))
- As appropriate, the district shall provide students with instruction, in the classroom or other educational settings, that promotes social-emotional learning, effective communication and conflict resolution skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior. (BP [5131.2](#))
- Teachers are encouraged to employ cooperative learning strategies that foster positive interactions in the classroom among students from diverse backgrounds. (BP [5137](#))
- The district's educational program may sometimes include instruction related to controversial issues that may arouse strong reactions based on personal values and beliefs, political philosophy,

culture, religion, or other influences. Instruction concerning such topics shall be relevant to the adopted course of study and curricular goals and should be designed to develop students' critical thinking skills, ability to discriminate between fact and opinion, respect for others, and understanding and recognition of diverse points of view. (BP [6144](#))

- The district shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning. (BP [0415](#))
- In the classroom, teachers act on behalf of the district and are expected to follow the adopted curriculum. In leading or guiding class discussions about issues that may be controversial, a teacher may not advocate his/her personal opinion or viewpoint. When necessary, the Superintendent may instruct teachers to refrain from sharing personal views in the classroom on controversial topics. (BP [6144](#))

Free Expression

The Moraga School District believes that free inquiry and exchange of ideas are essential parts of a democratic education. The district respects students' rights to express ideas and opinions, take stands on issues, and support causes, even when such speech is controversial or unpopular.

- Students shall have the right to exercise freedom of speech and of the press including, but not limited to, the use of bulletin boards; the distribution of printed materials or petitions; the wearing of buttons, badges, and other insignia; and the right of expression in official publications. (BP [5145.2](#))
- Students are prohibited from making any expressions or distributing or posting any materials that are obscene, libelous, or slanderous. Students also are prohibited from making any expressions that so incites students as to create a clear and present danger of the commission of unlawful acts on school premises, the violation of school rules, or substantial disruption of the school's orderly operation. (BP [5145.2](#))