

**Hate Harassment
&
Hate Behavior Policy**

2008 - 2009



What is Hate Harassment or Hate Motivated Behavior?

The District and State of California define hate motivated behavior as actions or statements that are hostile or threatening towards another person based on their:

- *Race, ethnicity, national origin, or immigrant status*
- *Gender or sexual orientation*
- *Religious beliefs or cultural characteristics*
- *Age, disability or any other physical conditions*

How do you know if it is Hate Motivated Behavior?

- If the victim perceives or feels it is threatening or hate motivated
- If someone who witnesses the act or hears the statement has reasonable belief that it was hate motivated.

Are there different types or levels of Hate Motivated Behavior?

The District's Hate Behavior policy outlines (3) different levels of behavior that are considered unacceptable:

1. **Hate Violence**
2. **Hate-Motivated Intimidation or Harassment**
3. **Insensitive or Inappropriate Remarks and Behavior**

Hate Violence

- These include any actions that cause harm , attempting to cause harm or threatening to cause harm based on someone's characteristics or status.
- *It also included any threats of hostility that have historical significance such as burning crosses, swastikas, or images that threaten to cause harm.*
- Racial slurs, name calling, and bigoted epithets along with a threat to cause harm are also considered Hate Violence.

Hate Violence- Consequences

- Suspension and/or expulsion as well as police notification and arrest.

** Hate violence is the most serious offense because it not only breaks school rules, it is also against the law.*

Hate-Motivated Intimidation or Harassment

- Actions, remarks or statements that create a negative or hostile learning environment but do not include physical harm or threat.
- Examples are name calling, racial slurs, demeaning jokes, physical or verbal harassment, offensive drawings or words used in graffiti, paintings or on clothing.

Hate-Motivated Intimidation or Harassment- Consequences

- Depends on the seriousness and frequency of the offense.
- May include suspension and expulsion when other means of correction have failed to change the behavior.
- In cases when the victim feels they are being harassed, police notification may result as well as possible arrest.

Insensitive or Inappropriate Remarks and Behavior

- These acts do not threaten or are absent of hostility.
- Include demeaning or degrading statements or phrases between student who are not doing it to be harmful or hateful.

Insensitive or Inappropriate Remarks and Behavior- Consequences

- May include counseling, detention, parent phone calls and/or conferences, behavior contracts, etc.
- Students may be suspended for repeated offenses that have been addressed but continue to occur.

What do I do if I am a victim of a Hate Motivated behavior or Hate Harassment?

- If you or someone you know is a victim of Hate Motivated Behavior or Hate Harassment, you need to report it immediately to a teacher, counselor, or administrator.
- Even if you are NOT the victim, it is important you report anything that is considered Hate Motivated or Hate Behavior.