



Every Student Belongs

*Representatives of Armadillo Technical Institute (ATI) **do not** and **shall not discriminate** on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military/veteran status, in any of its activities or operations. ATI believes that all people engaged with our school are entitled to equitable access to an environment that preserves their dignity, recognizes their strengths, honors varied perspectives and experiences, and actively and authentically welcomes and includes all people who want to be part of our community.*

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 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.

“Symbol of hate” **means includes but is not limited to** nooses^[1], symbols of neo-Nazi ideology (including KKK imagery), or the battle flag of the Confederacy.

¹ [The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021).]

ATI prohibits the use or display of any symbols of hate^{2} on school property³ or in an education program⁴ except where used in teaching curriculum that is aligned with state standards of education for public schools.

In responding to the use of any symbols of hate or bias incidents, the public charter school will use non-disciplinary remedial action whenever appropriate to repair relationships and ensure that actions are not repeated.

ATI prohibits retaliation against an individual^{5} 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 a lease or license.

ATI 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](#)

HB 2697(2021)

HB 3041 (2021)

² {Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, we recommend that the public charter school document why the public charter school feels that the presence of these symbols will cause a “material and substantial interference with schoolwork or discipline” or collide “with the rights of other students to be secure and be let alone.” These reasons may include previous incidents, current conditions in the schools and other factors.}

³ “School property” means any property under the control of the public charter school.

⁴ “Education program” includes any program, service, school or activity sponsored by the public charter school.

⁵ {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.}

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).