

ORCSD Racism Policy Addendum

The ORCSD School Board adopts this stand-alone racism policy addendum specifically to denounce racism and in effort to work towards ending racism and fostering an appreciation for all within the ORCSD community, this addendum is supported by policies JICK and AC.

Racism in any form is not acceptable nor will it be tolerated in the ORCSD. Racism can take many forms:

1. Personal racism is an expression of racist attitudes and or behaviors directed at an individual based on that person's perceived physical traits, ancestry, genetics and social or cultural traits such as: the use of derogatory language, racist jokes, names calling, mistreatment, deliberate avoidance, threats, and or acts of physical violence to a person.
2. Cultural racism is the willful acceptance of cultural stereotypes of different ethnic groups or population groups that manifest in an expression or personal racism inflicted on members of those groups.
3. Institutional racism is systemic racism that occurs in covert and subconscious ways across institutions and which adversely impacts specific ethnic groups through targeted discrimination based solely upon race.

The ORCSD is committed to battling racism from K-12 and to effectively addressing racism that may occur in and on any facility or school property.

The ORCSD has identified ways to battle the three identified forms of racism. They include, but are not limited to, the following:

- a. Educate and bring awareness to all members of the ORCSD about the role of all people and their cultures as contributors to global citizenship extended beyond food and festivities.
- b. Educate and instill appreciation in the students of ORCSD of the contributions of all people to the building of the United States, and about racism, its history and its negative effects on society and individuals.
- c. Educate and teach about stereotyping. Stereotypes can be destructive to and undermine the learning environment that ORCSD seeks to foster for all students. Inform ORCSD students about stereotyping and the negative consequences that can occur by participating in or perpetuating stereotypical jokes.
- d. Educate and remind all students to think before you speak, words can hurt - especially racially charged words.
- e. Encourage students to be role models against hate language and speech in any form.
- f. Educate and Teach how culture and race enhance and enrich life. Encourage all citizens in the ORCSD community not to be passive if they witness discriminatory language or behavior. Encourage them to: Be an Ally of Change - Dare to Make a Difference. Speak up and speak out.

This is an Addendum to Policy JICK – Bullying/Cyberbullying-Pupil Safety and Violence Prevention, and Policy AC – Nondiscrimination/Equal Opportunity. All procedures to handle any violations of - JICK and AC and this addendum are addressed in Policies JICK and AC and will be followed accordingly.