

ORANGE DEPARTMENT OF EDUCATION  
Costa Mesa, California

SUPERINTENDENT'S POLICY

100-11

**Hate-Motivated Behavior**

In order to create a safe learning environment for all students, the Orange County Department of Education desires to protect 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. The Orange County Department of Education prohibits discriminatory behavior or statements that degrade an individual on the basis of his/her actual or perceived race, ethnicity, culture, heritage, gender, sex, sexual orientation, physical/mental attributes, or religious beliefs or practices.

The Superintendent or designee may collaborate with regional programs and community organizations to promote safe environments for youth. These efforts may focus on providing an efficient use of resources. The Orange County Department of Education may 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.

The Superintendent or designee shall ensure that designated staff receive training on recognizing hate-motivated behavior and on strategies to help respond appropriately to such behavior.

*Grievance Procedures*

Any student who believes he/she is a victim of hate-motivated behavior shall immediately contact the Coordinator for Nondiscrimination/Principal/designee. Upon receiving such a complaint, the Coordinator/Principal/designee shall immediately investigate the complaint in accordance with the Uniform Complaint Procedures. A student who has been found to have demonstrated hate-motivated behavior may be subject to discipline in accordance with law, Orange County Department of Education policy, and procedures.

Staff who receive notice of hate-motivated behavior or personally observe such behavior shall notify the principal or designee, and/or law enforcement, as appropriate. As necessary, the Orange County Department of Education shall provide counseling, guidance, and support to students who are victims of hate-motivated behavior and to students who exhibit such behavior.

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

32282 School safety plans

48900.3 Suspension for hate violence

48900.4 Suspension or expulsion for threats or harassment

PENAL CODE

422.55 Definition of hate crime

422.6 Crimes, harassment

CODE OF REGULATIONS, TITLE 5

4600-4687 Uniform Complaint Procedures

4900-4965 Nondiscrimination in elementary and secondary education programs