

RACIAL HARASSMENT

INTRODUCTION

Racial Harassment is prohibited by both State and Federal law. Because it is contrary to the standards of the Mukwonago Area Schools and to bring attention to the District's position this policy has been specifically written to give schools practical support in challenging and dealing with racist incidents.

Mukwonago Schools seek to create, maintain and promote an education setting in which each student has an equal opportunity for a high quality education.

To support this, the Mukwonago Schools believe students should learn in a safe and supportive environment. Schools have a key role to play in promoting racial equality. There is a duty on all schools to have strategies that prevent and address racism. Racial harassment incidents are a serious matter. Violations normally are addressed at the suspension level of school discipline. A three (3) day suspension will be assigned. The principal must determine if there are exceptional reasons to deal with the matter at a different level.

DEFINITION

Racism can be defined as:

- An act or series of acts directed at a person/group or their property because of the color of their skin or their racial or ethnic origin. Like bullying, racial harassment may take the form of physical and/or verbal abuse including ridiculing a person. Acts can range from teasing and name-calling to physical assault.
- Racial harassment may take the form of unwelcome racist remarks, inappropriate jokes, the display of racially offensive material, racially degrading words used to describe a person, derogatory or degrading remarks, verbal abuse, intimidation or physical threats of a racial nature.

The Commission for Racial Equality defines racist behavior as:

“Any hostile or offensive act by a person of one racial group or ethnic origin against a person of another racial group or ethnic origin, or any incitement to commit such an act in:

- such a manner that it interferes with the peace and comfort of the aggrieved person
- that the person aggrieved fears for their safety
- that the quality of education of the person aggrieved is reduced.”

PROCEDURE

Complaints related to racial harassment are to follow the complaint procedures outlined in Board Policy GABA and GABA-R (form)

Policy Reference: GBAD

DATE APPROVED: December 15, 2008

DATE REVISED: July 26, 2010

BOARD OF EDUCATION
Mukwonago Area School District
Mukwonago, Wisconsin