

## **Responding to Hate Crimes and Bullying Adopting and Publicizing Anti-Bullying and Anti-Harassment Policy**

- Oasis Charter shall adopt and publicize policies that prohibit discrimination, harassment, intimidation, and bullying on the basis of a student's actual or perceived nationality, ethnicity, or immigration status. Those policies must be translated in the student's primary language if at least 15 percent of the students enrolled in the school speak a single primary language other than English.
- Oasis Charter shall notify parents and guardians of their children's right to a free public education, regardless of immigration status or religious beliefs.
  - ✓ This information shall include information related to the "Know Your Rights" immigration enforcement established by the Attorney General
  - ✓ Oasis Charter shall inform students who are victims of hate crimes of their right to report such crimes.

### **Processing Complaints of Harassment and Bullying**

- Oasis Charter shall adopt a process for receiving complaints of and investigating complaints of discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics:
  - disability
  - gender
  - gender identity
  - gender expression
  - Nationality
  - race or ethnicity
  - religion
  - sexual orientation
  - association with a person or group with one or more of the aforementioned characteristics
  - immigration status
- The complaint process must include, but is not limited to, the following steps:
  - ✓ A requirement that, if school personnel witness an act of discrimination, harassment, intimidation, or bullying, they shall take immediate steps to intervene when safe to do so;
  - ✓ A timeline to investigate and resolve complaints of discrimination, harassment, intimidation, or bullying that shall be followed by all schools under the jurisdiction of the local educational agency; and
  - ✓ An appeal process afforded to the complainant should he or she disagree with the resolution of a complaint.
  - ✓ Oasis Charter shall ensure that complaint procedures contain confidentiality safeguards for immigration status information.

✓ Oasis Charter shall prohibit retaliation against a person who submits a complaint of discrimination, harassment, intimidation, or bullying.

### **Training Students, Teachers, and Staff on Anti-Bullying and Anti-Harassment Policy**

➤ Oasis Charter shall educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

➤ Oasis Charter shall also train teachers, staff, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training should, at minimum, provide agency personnel with the skills to do the following:

- ✓ Discuss the varying immigration experiences among members of the student body and school community;
- ✓ Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
- ✓ Identify the signs of bullying or harassing behavior;
- ✓ Take immediate corrective action when bullying is observed; and
- ✓ Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.