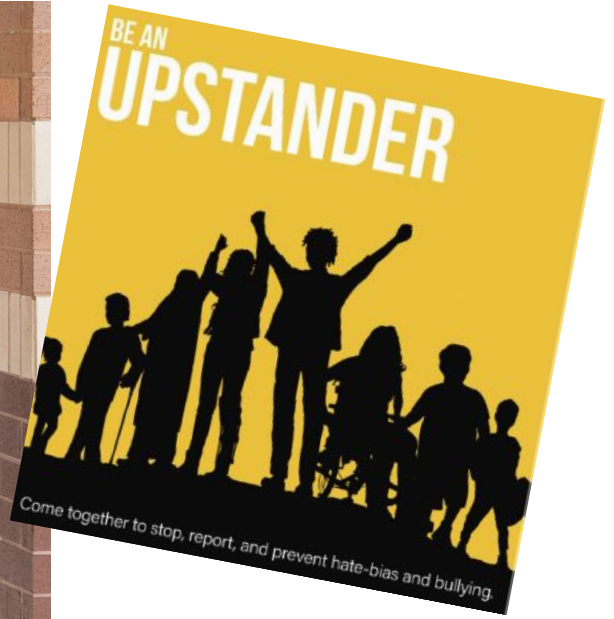


# FY25 Hate-Bias Incident Tiered Response System



# MCPS Definition of Hate-Bias

Montgomery County Public Schools (MCPS) considers a hate or bias-motivated incident to be any disruptive conduct—oral, written, graphic, or physical—**that includes INTENTIONAL DISCRIMINATORY BEHAVIOR based on personal characteristics**; race, ethnicity, color, ancestry, national origin, religion, immigration status, sex, gender, gender identity, gender expression, sexual orientation, family/parental status, marital status, age, physical or mental disability, poverty and socioeconomic status, language, or other legally or constitutionally protected attributes or affiliations.

## INTENT OVER IMPACT

**MCPS** investigates all incidents that: **a)** occur on school property (or bus), *at a school-sponsored activity or event*, or **b)** substantially disrupt the orderly operation of a school / learning environment.

- Examples include hate speech; racial slurs; displaying hateful symbols or flags; creating racist images; mocking a disability; offensive “jokes” about gender identity.
- Hate bias is different from *hate crimes*. [Hate crimes](#) are addressed as a matter of law outside of the district’s jurisdiction.

# FY25 Hate-Bias Incidents RESPONDING PROCEDURES

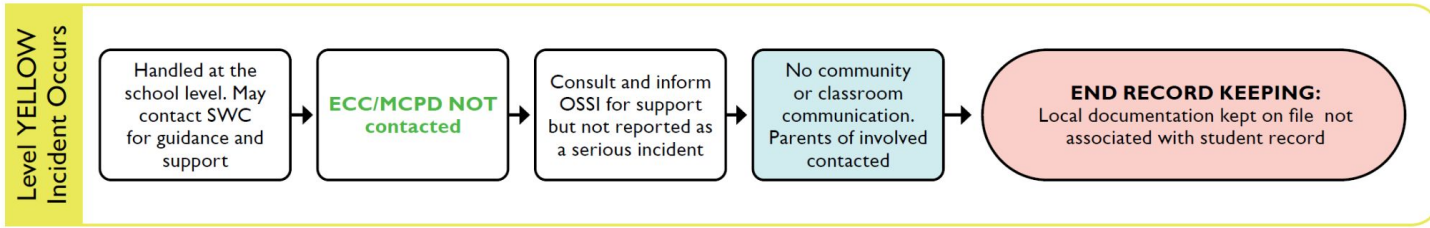
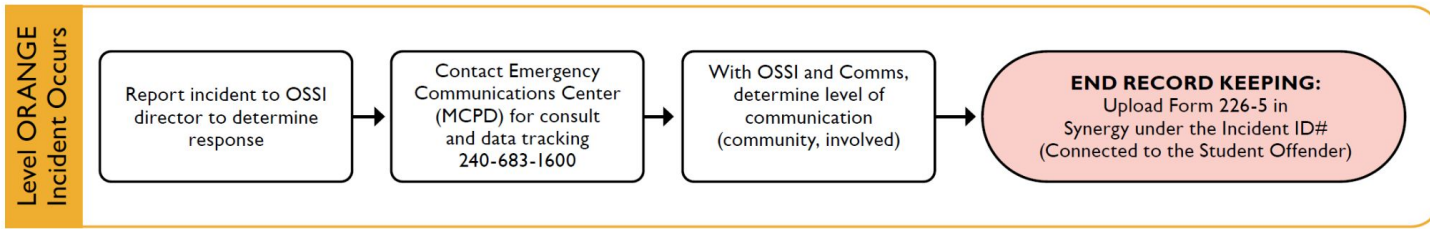
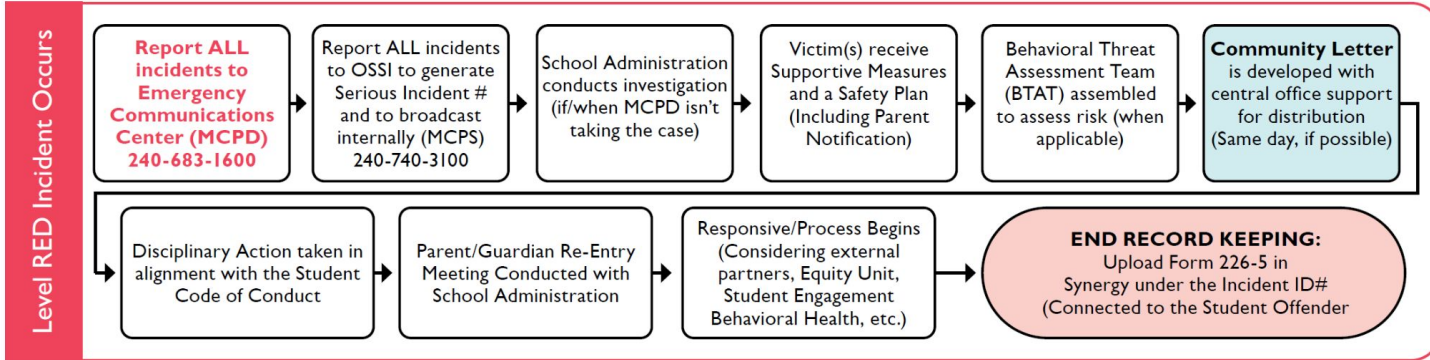
Maryland's Largest School District  
**MONTGOMERY COUNTY PUBLIC SCHOOLS**  
Expanding Opportunity and Unleashing Potential

View **NEW** Reporting Procedures  
[\[Click Here\]](#)

Founded on the principles of Board of Education [Policy ACA: Nondiscrimination, Equity, and Cultural Proficiency](#), Montgomery County Public Schools (MCPS) considers a hate or bias-motivated incident to be any disruptive conduct (oral, written, graphic, physical, or electronic communication) that includes **INTENTIONAL DISCRIMINATORY BEHAVIOR** based on personal characteristics; race, ethnicity, color, ancestry, national origin, religion, immigration status, sex, gender, gender identity, gender expression, sexual orientation, family/parental status, marital status, age, physical or mental disability, poverty and socioeconomic status, language, or other legally or constitutionally protected attributes or affiliations.

Discrimination in any form will not be tolerated. It hinders the school district's mission to serve all students and staff and to promote equity, inclusion, and diversity. The Board recognizes that equity involves more than legal compliance; it requires proactive efforts to address implicit biases and structural barriers that have led to exclusion. Our classrooms remain spaces where students will learn about diverse perspectives and viewpoints, aligning with our core values of inclusivity and acceptance. Any allegation of hate-bias is unique and will be addressed through the lens of intent and context.

MCPS investigates all allegations of hate-bias that: a) occur on school property (or bus), at a school-sponsored activity or event, or b) substantially disrupt the orderly operation of a school learning environment. Examples include, but not limited to, hate speech; using a racial, ethnic, or other slur; displaying hateful or racist symbols, flags, or drawings; mocking a disability; or telling offensive "jokes" about someone's identity.



**What ages are involved?**

**Was there INTENT to be hurtful in a discriminator y manner?**

**What is the scope of knowledge?**

**How many people witnessed the act?**

**Is there is support plan for the offended?**



View Campaign Booklet  
[\[Click Here\]](#)



# CONFRONTING HATE-BIAS AND BULLYING IN MCPS

## HATE-BIAS INTENT

TIERED SYSTEM OF RESPONSE

### LEVEL RED

- » Serious incident (per COB-RA)
- » Significant impact on school community
- » Criminal elements likely
- » Police involved in investigation
- » Letter to community (incl. cluster schools) / Parents of students involved contacted

**Ex: vandalism, physical assault, schoolwide disruption**

### LEVEL ORANGE

- » Serious incident (per COB-RA)
- » Potential impact on school community
- » Criminal elements unlikely, police contacted to align data and consult
- » Letter to community possible. Parents of students involved contacted

**Ex: Student fight, verbal altercation, symbol carved in furniture**

### LEVEL YELLOW

- » Not serious incident (per COB-RA) and handled through Student Code of Conduct
- » Not considered an incident of hate-bias
- » Isolated incident
- » No evidence of the impact on community
- » Offender lacks context, awareness, knowledge or intent
- » Police not involved
- » A letter to community not advised /Parents of students involved contacted

**Ex: school drawing in art class, 1st grade name-calling, unintentional act**

### QUESTIONS TO CONSIDER

Was there INTENT to be hurtful in a discriminatory manner?

What is the scope of knowledge?

How many people witnessed the act?

Is there a support plan for the offended?

What ages are involved?

IT TAKES  
**COURAGE**



Take action to stop, report, and prevent hate-bias and bullying.



Montgomery County Public Schools  
Montgomery, Virginia • 703.261.6000

DO THE  
**RIGHT THING**

BE AN  
**UPSTANDER**



Come together to stop, report, and prevent hate-bias and bullying.



Montgomery County Public Schools  
Montgomery, Virginia • 703.261.6000

NOT A  
**BYSTANDER**

**EMPOWER**  
YOURSELF



Help yourself and others.  
Rise above to stop, report, and prevent hate-bias and bullying.



Montgomery County Public Schools  
Montgomery, Virginia • 703.261.6000

**INSPIRE**  
OTHERS