

# QUICK GUIDE TO MCPS HATE BIAS PROTOCOLS

Every student deserves a safe, supportive, and welcoming learning environment.

## THE MCPS HATE BIAS PROTOCOLS HELPS US TO UNDERSTAND

- The three tiered system about how incidents are handled and the support provided to those affected.
- How incidents are identified, managed, and communicated to our school community.
- Discrimination in any form will not be tolerated in MCPS.
- When reviewing allegations, MCPS will consider what motivated the behavior and the full context of what occurred.
- School and family partnerships are critical and takes a collective effort to stop hate-bias incidents in our communities.

*The purpose of the system is to ensure the safety and well-being of all students and staff.*

## MCPS INVESTIGATES ALL INCIDENTS

MCPS investigates all allegations of hate-bias that: a) occur on school property (or on a bus), at a school- sponsored activity or event, or b) substantially disrupt the orderly operation of a school learning environment. Examples include, but are 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.

## THREE-TIERED SYSTEM

- **Yellow:** Fact finding steps are taken and it is determined that the actions are hurtful, unwelcoming and/or harmful, but not motivated by hate or bias
- **Orange:** Fact finding steps are taken and it is determined that the actions are motivated by hate/bias but is not criminal.
- **Red:** Fact finding steps are taken in collaboration with MCPD. It is determined that the actions are motivated by hate/bias and potentially are criminal in nature. This incident has a large scope of impact.

## INCIDENT REPORTING PROCEDURES

- **Anyone can report a Hate-Bias incident:** Students, Staff, Parents/Guardians
- **Reporting:** Tell any staff member or school administrator OR complete MCPS Form 226-5 which can be accessed via this QR Code
- **Submit to** Principal/designee



FORM 226-5