

# OSBA Charter School Policy

Code:                   ACB  
Adopted:               11-23-2021

## All Students Belong

The Evergreen Virtual Academy is committed to ensuring all students have every opportunity to reach their full potential through equitable practices. We embrace our students' diversity, and we care deeply about supporting all students and families. EVA staff teach our students daily to appreciate and respect differences, listen to all perspectives, and engage in inclusive practices both inside and outside the classroom. Equity at EVA means creating a culture where all students are successful, so that students can achieve post K-12 success regardless of their background. EVA is committed to providing a learning environment that is inclusive to all students and families, free of bullying, harassment, racism, and discrimination of any kind. Above all else, we are committed to serving all students and families.

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin<sup>1</sup>.

All visitors are entitled to participate in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin<sup>2</sup>.

“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

“Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin including, the noose, swastika, or confederate flag<sup>3, 4</sup> and whose display:

1. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or
2. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school.

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<sup>1</sup> OAR 581-022-2312 does not include this list of classes for employees (only for students), but it can be added.

<sup>2</sup> OAR 581-022-2312 does not include this list of classes for visitors (only for students), but it can be added.

<sup>3</sup> While commonly referred to as the “confederate flag,” the official name of the prohibited flag is the Battle Flag of the Armies of Northern Virginia.

<sup>4</sup> We strongly advise that a public charter school not add to these symbols of hate without first consulting with legal counsel.

The public charter school prohibits the use or display of any symbols of hate<sup>5</sup> on school grounds or in any school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly, except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, the public charter school will use non-disciplinary remedial action whenever appropriate.

The public charter school prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

Nothing in this policy is intended to interfere with the lawful use of public charter school facilities pursuant to a lease or license.

The public charter school will use administrative regulation ACB-AR - Bias Incident Complaint Procedure to process reports or complaints of bias incidents.

END OF POLICY

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**Legal Reference(s):**

[ORS 659.850](#)  
[ORS 659.852](#)

[OAR 581-002-0005](#)  
[OAR 581-022-2312](#)

[OAR 581-022-2370](#)

*Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503 (1969).  
*Dariano v. Morgan Hill Unified Sch. Dist.*, 767 F.3d 764 (9th Cir. 2014).  
*State v. Robertson*, 293 Or. 402 (1982).

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<sup>5</sup> Prior to adopting the symbols of hate prohibition, or adding other symbols to the list, we recommend that the public charter school document why it feels that the presence of these symbols will cause a “material and substantial interference with schoolwork or discipline” or collide “with the rights of other students to be secure and be let alone.” These reasons may include previous incidents, current conditions in the schools and other factors.