

PPS Hate Speech Protocols★

PPS does not tolerate hate speech nor acts of discrimination. In 1997, PPS adopted the Non-Discrimination/Anti-Harassment Policy which has been amended throughout the years to respond to emerging situations. The intent of the policy is to provide a culture of safety for students, families and employees by outlining protected classes, providing mechanisms for complaints and reporting to ensure the safety and well-being of all. The district's protected classes include: age, national origin, disability, economic status, race, religion, gender, sexual orientation, and gender expression or identity. The policy also provides consequences for those who engage in discriminatory practices, dismissal of staff and trespass of parents and volunteers.

In response to the increasing number of hate speech incidents, a cross functional team worked to develop a consistent set of actions to respond to these incidents. These are outlined in [PPS Hate Speech Protocols](#). These protocols include guidelines for notification, reporting and communications support. If there is a hate speech incident, all staff are encouraged to access these protocols and follow them. It's also important to consistently 1) denounce the act; 2) reaffirm PPS values of racial equity and social justice; and 3) support targeted students.

In addition to following our protocols, we are also asking everyone to be vigilant about recognizing hate symbols in your virtual and physical environments that impact students. The Antidefamation League collates a [hate symbol database](#) that we asked operations staff to be aware of and to report any use of these symbols on school properties.

This fall, the State Board of Education adopted the The [All Students Belong](#) rule which prohibits hate symbols, specifically three of the most recognizable symbols of hate in the U.S.—the swastika (outside of a religious context), the Confederate flag, and the noose. The temporary rule took effect on September 18, 2020. It requires districts to adopt and implement policies and procedures that prohibit the use or display of the noose, swastika, or confederate flag in any program or school-sponsored activity except where used in teaching curricula that are aligned with the Oregon State Standards by January 1, 2021. The PPS Board of Education will begin considering policy updates in mid November in order to adopt and implement updated policies by the established deadline.

Additional resources can be found at [PPS.net/ResponsetoHateSpeech](https://pps.net/ResponsetoHateSpeech)



Hate speech versus political speech

It is also important to distinguish between hate speech and political speech. Hate speech is not protected by “free speech” and both PPS and state policies prohibit the use of hate speech. Below are five common defenses of hate speech and practical suggestions to redirect adapted from Western State Center’s *Confronting White Nationalism in Schools Tool Kit*:

Common Defense of Hate Speech

Practical Suggestions to Redirect

PPS Vision - Graduate Portrait

“It’s about pride,
not prejudice”

Racial groups or historically marginalized groups gather and assert pride as a way to protest historic and current discrimination and cultural racism.

White pride cannot be equated with Pride month in support of LGBTQ communities, Native Pride, Latinx pride or Black Excellence.

Positive, Confident, Connected Sense of Self: Students have positive feelings about their personal and cultural identities and a healthy sense of confidence and self-worth. They are connected to networks of allies who serve as role models and advocates, strengthening their self esteem by nurturing their personal and cultural assets and strengths.

Pride and confidence in one’s culture does not involve speech that denigrates or promotes violence towards others.

“This is a free speech issue”

policies support the rights of schools to prohibit hate speech.
We are responsible for cultivating a culture of safety for every student. Speech that threatens the safety of any students, particularly those who belong in protected classes is not tolerated at PPS.
The State Board of Education also prohibits hate symbols, specifically three of the most recognizable symbols of hate in the U.S.–the swastika (outside of a religious context), the Confederate flag, and the noose.

Hate speech is not protected speech.

A range of legally upheld

Powerful and Effective Communicators: Students communicate effectively by organizing, writing, speaking, and presenting clear, logical, persuasive, compelling content. They understand the importance of culture, time, place, and context in developing appropriate methods of communication and can adapt the ways they communicate to various situations.

Effective communication has the power to unite us across differences.

“This is all just political correctness by social justice warriors”

Working to cultivate safe and positive school climates is in alignment with our values and vision.
Here are two terms that have been co-opted and redirected in their intentions. Challenge those who mock them in defense of bigotry to replace the first with “basic respect for others” and the second with “people who are against racism.”

Prohibitions of hate speech are not efforts to be politically correct nor an attempt to limit discourse and debate.

Transformative Racial Equity Leaders: As racial equity leaders, students take part in making our society more just and equitable for people of color. They understand how our communities have been impacted by racial injustice, and they can recognize and interrupt the conditions that enable it. They develop agency and advocacy skills to challenge injustice and change oppressive systems in their communities.

We believe in the fundamental right to human dignity and that generating an equitable world requires an educational system that intentionally disrupts—and builds leaders to disrupt—systems of oppression.



Hate speech versus political speech continued

Common Defense of Hate Speech

"What about reverse racism?"

may commit acts of bias against any other, these acts do not add up to the institutional and cultural racism that disproportionately produces negative outcomes for people of color.

Data demonstrates systemic advantages for white people in all facets of life in the US.

While members of any group

may commit acts of bias against any other, these acts do not add up to the institutional and cultural racism that disproportionately produces negative outcomes for people of color.

Since the horrible and violent events this summer, our community and country recognize the pernicious history

of institutional and cultural racism present in our systems.

We know that racially motivated hate speech incidents have increased over the past four years.

We have work to do together, and we need to listen to understand and believe one another's experiences.

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Reflective, Empathetic, and Empowering Graduates: Students are self-aware, reflective, and able to recognize personal bias toward people, cultures, and situations. They operate from a strengths based perspective and demonstrate empathy, curiosity, respect, and interest in other points of view. They seek to empower others and are accepting, appreciative, compassionate, and kind toward others.

We believe in the fundamental right to human dignity and that generating an equitable world requires an educational system that intentionally disrupts—and builds leaders to disrupt—systems of oppression.

Inquisitive Critical Thinkers with Deep Core Knowledge: Students can read and analyze information, ask relevant questions, and develop compelling arguments based on facts and evidence. They can investigate history from multiple perspectives and understand how, traditionally, historical stories have been shaped by dominant cultures, and how these narratives have shaped current events

We know that to undo centuries of injustice and to rebuild a more racially just and equitable district, we must continue to remain steadfast in our commitment to racial equity and social justice.

