



**MEMORANDUM**

TO: Board of Directors  
FROM: Greg Baker

*Monitoring Report for EL-10*  
*October 1, 2022*

*believes in protecting the right of every student to be free from bias- and hate-motivated speech and behavior in our educational environments. Hate speech and behaviors have lasting and harmful impacts on our community; therefore, we will vigorously seek to heal and educate to strengthen and diversify our next generation of leaders.*

- **Update:** In the feedback on the EL-10 report last year, the board asked for more specific information about how we track and respond to bias and hate incidents. The district's Student Services Team supports responses to issues of bias and hate speech at all levels. Responses include resource finding, working directly with students to support healing and learning and support for administrators facilitating challenging conversations with students and their families. The team monitors tip line reports (see below) and alerts administrators in the building, receives reports from staff members or community members looking for support with an incident. As reports are received, the team works with administrators to determine the needs and navigates individual incidents in person or behind the scenes. For example, a racially motivated bullying incident was recently reported. The school administrator called a member of the student services team, who used Policy 3209 to determine hate speech, 3210 and 3207 to determine discriminatory harassment and 3241 to support next steps. The team was consulted,





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