

Bias-based Reporting Procedure:

What is an incident of bias?

A bias incident is any conduct that demonstrates conscious or unconscious bias that targets, and causes harm to, individuals or groups because of their race, color, religious creed, national origin, sex, gender identity, sexual orientation, genetic information, pregnancy, disability, or other characteristics protected by federal, state, or local law. Bias-based behavior can also be described as when someone treats another person differently, in a way that causes harm, because of their race, color, religious creed, national origin, sex, gender identity, sexual orientation, genetic information, pregnancy, disability, or other characteristic protected by federal, state, or local law.

Words and expression are essential to the educational goals and processes of our schools, and students are expected to build their ability to express their opinions, persuade others, and learn from others through debate and discussion. But we also understand that words can demonstrate bias, embody hatred, and cause harm.

Student speech and expression

1. targeted at other students, faculty, administrators, or staff; or
2. occurring on school grounds or during school-sponsored on-line instruction; on school transportation or while a student is en route to or from school; during a school-sponsored event, activity, trip, or competition; or while representing the school in the larger community;

can be considered a bias incident when:

1. the speech or expression targets others because of their race, color, religious creed, national origin, sex, gender identity, sexual orientation, genetic information, pregnancy, or disability; and
2. the speech or expression
 - threatens another individual or group;
 - harasses, abuses, or bullies another individual or group;
 - risks violence by way of retaliation or incitement;

- uses racial, sexual, or other odious epithets;
- uses symbols that operate as epithets, such as swastikas or burning crosses;
- is profane or lewd and occurs on school grounds or during a school activity or event;
- poses a significant risk of disruption to, or interference with, the pedagogical objectives and educational mission of a classroom, program, school, or district; or
- endangers school, student, or public safety.

Forms

[WPS Bias-based Incident Report Form](#)

FAQs Coming Soon