

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

hate speech incident, all staff are encouraged to access these protocols and follow

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## 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

### Western State Center’s Confronting White Nationalism in Schools Tool Kit:

#### Common Defense of Hate Speech

“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.

#### Practical Suggestions to Redirect

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

“This is a free speech issue”

A range of legally upheld 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, U.S.–the swastika (outside of a religious context), the Confederate

#### PPS Vision - Graduate Portrait

**3 R V L W L Y H & R Q ¿ G H Q W & R C**  
**Sense of Self:** Students have positive feelings about their personal and cultural identities

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.

culture does not involve speech that denigrates or promotes violence towards others.

**Powerful and Effective Communicators:** Students communicate effectively by organizing, writing, speaking, and presenting clear, logical, persuasive, compelling content. They understand the importance of culture, tim0 9 427.32R24 ()TJJE



## Common Defense of Hate Speech

"What about reverse racism?"

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.

