

San Francisco Unified Sch. Dist



A Safe Place

Anti-Slur Policy

The San Francisco Board of Education adopted a policy regarding the use of slurs by students, officials, and employees. This policy views the use of "slurs against any person on the basis of race, color, creed, national origin, ancestry, age, sex, sexual orientation, gender identity, or disability" as unacceptable behavior (Board Policy 5162).

Use of slurs is incompatible with the mission of San Francisco Unified School District to provide a safe, educational environment for students.

Slurs are not always acknowledged as being painful and oppressive. Using any derogatory term attacks a person's self esteem. Further, use of these terms by students teaches that these verbal attacks of others are acceptable.

Our responsibility as educators includes creating a learning environment that respects diversity. This means educating about the harm namecalling causes. It also means imposing consequences for name calling. The SFUSD Student Handbook prescribes clear disciplinary guidelines to be implemented when slurs occur.

Contact Support Services for Sexual Minority Youth of the School Health Programs Department at 242-2615 for curriculum resources or further assistance in dealing with slurs on your campus.

Exercise for Establishing Classroom Rules

- Have students brainstorm names they have heard called.
- List all suggestions on the board.
- Discuss the following categories, and group names accordingly:
racial sexual ethnic sexual orientation religious ability
- Educate students that *all* name calling involves prejudice, and is equally harmful.
- State that none of the listed names is acceptable in your classroom, and that name calling will not be tolerated.
- Explain why, and discuss possible consequences, as found in the *Student Handbook*.
- Discuss how students can become allies of targets of name calling.

**You can control classroom behavior.
By reacting immediately to slurs,
students will feel safer in the classroom.**

Berkeley Unified Sch. Dist. 134



Berkeley Unified School District

5144 Student Discipline: Anti-Slur Policy



D. Cause for Suspension and/or Expulsion

3.w. Use of inappropriate language and/or slurs or insults against any person or their race, color, religion, creed, ethnicity, national origin, language, ancestry, age, sex, actual or perceived sexual orientation, gender, gender identity, class, physical or mental ability or appearance.

NOTE: The Office of Student Services has produced a form (6/99) that can be used when students violate this policy. The form includes a summary of the event, a student-written note to parents/guardians, and a personal apology to the target of the slur. Administrators have copies of this form.