



SERENDIPITY CENTER, INC. POLICIES AND PROCEDURES

Every Student Belongs

EFFECTIVE DATE: December 2020; revised November 2022

Purpose

This policy sustains Serendipity's commitment to Equity and Inclusion and meets the requirements of OAR 581-022-2312. The commitment to be an environment in which differences are not only accepted, but viewed as sources of strength, is core to Serendipity's identity. Without compassionate acceptance, our mission to offer a place where students can heal and learn will not be realized. By being advocates for inclusion and equal access to opportunities, we work towards the lessening of the external barriers of racism, classism, and intolerance that pose threats to all children developing their full potential. Students referred to Serendipity's Therapeutic School program have almost all known suffering. Most have experienced the ostracism that results from extreme behaviors. Their skills in the areas of self-regulation, communication, and social interactions lag in their development, due to challenges and circumstances beyond their control. Understanding the context in which their maladaptive behaviors occur is critical, as is understanding the context of the community in which they live and to which they will return.

We understand the correlation between race, socioeconomic status, behavioral health issues, and ability to realize long-term dreams of employment, relationship stability, permanent housing, and participatory citizenship. We know that the growth and healing our students accomplish will assist them towards the realization of the lives they want. However, we realize that we cannot erase the external barriers that present in the form of discrimination and bigotry against people who appear different.

Definitions

"Bias incident" means a person's hostile expression of animus toward another person, relating to the other person's perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

"Symbol of hate" means:

- the nooses,
 - The display of a noose on public property with the intent to intimidate may be a Class A Misdemeanor under Senate Bill 398 (2021)
- symbols of neo-Nazi ideology or
- the battle flag of the Confederacy.

Policy

All students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All employees are entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

All visitors are entitled to participate in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

Serendipity prohibits the use or display of any symbols of hate on school property or in an education program (includes any program, service, school or activity sponsored by Serendipity) except where used in teaching curriculum that is aligned to the Oregon State Standards.

In responding to the use of any symbols of hate, Serendipity Center will use non-disciplinary remedial action whenever appropriate.

Serendipity prohibits retaliation against an individual because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing; and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.