



**Serendipity
Center**
TEACH NURTURE EMPOWER

SERENDIPITY CENTER, INC. POLICIES AND PROCEDURES

SUBJECT: Every Student Belongs

EFFECTIVE DATE: December 2020; Revised November 2022

PURPOSE:

Every student and staff member is entitled to a school and work environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability, or national origin. In accordance with OAR 581-022-2312, Serendipity is committed to providing students and staff members with an environment in which differences are not only accepted but viewed as sources of strength. Without compassionate acceptance, our mission to offer a place where students can heal and learn will not be realized.

Serendipity understands the correlation between race, socio-economic status, behavioral health issues, and ability to realize the long-term dreams of employment, relationship stability, permanent housing, and participatory citizenship. By being advocates for inclusion and equal access to opportunities, Serendipity works towards the lessening of the external barriers of racism, classism, and intolerance that pose threats to all children developing their full potential.

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 a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability, or national origin, including:

- The noose (the display of the 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
- 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 a work environment 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 displays of any symbols of hate on school property or in an education program (includes any program, service, school or activity sponsored by Serendipity) except when used in teaching curriculum that is aligned to Oregon State Standards.

In responding to the use of any symbols of hate, Serendipity will make every effort to educate those committing the offense regarding the impact of their actions with appropriate, non-punitive remedial measures.

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