

## **KANAWHA COUNTY BOARD OF EDUCATION POLICY**

### **Series: A04 - Cultural Diversity and Human Relations**

**4.01 General Purpose.** Kanawha County Schools is committed to the principles and practices of education that recognizes cultural diversity as an essential ingredient to the success of a democratic society and to the fulfillment of the school system's mission...*to educate all students to be productive citizens in tomorrow's world.* This commitment is directed toward the elimination of racism and the removal of cultural barriers wherever they may exist in the school system, including intentional or unintentional discriminatory practices in classrooms, schools, offices, and other work places where positive self-worth, motivation, academic or job achievement, respect for differences, and democratic interaction are inhibited. That such conditions exist in any form is deemed deplorable, reprehensible, and unacceptable in society generally and, most particularly, in the school system where there will be zero tolerance. While reaffirming its mission of educating all students to be productive citizens, Kanawha County Schools will prepare them to live and work in a global, multicultural society by creating and supporting a teaching-learning environment where all employees and students understand and value commonalities and differences within and across various cultures in order to produce a harmonious community of lifelong learners. Contributions to this educational process will require staff, student, parent and community involvement, and interagency collaboration will be a critical ingredient in achieving success.

**4.02 Staff Development.** Kanawha County Schools is committed to providing opportunities for all staff to learn about various cultures and to improve their skills in cross-cultural communication. On an annual basis, Kanawha County Schools will provide staff development on cultural diversity and human relations issues and policies for all staff. Additional training may occur on scheduled workdays. Emphasis will be placed on topics that develop staff skills, behaviors, and attitudes to promote achievement of every student while developing awareness, understanding, respect, and appreciation for cultural differences and commonalities. All persons to be employed by Kanawha County Schools will receive an orientation on cultural diversity and human relations prior to entering into his or her duties. Such orientation will be prepared by the office of staff development and provided by human resources department. Kanawha County Schools will document that this training has been is conducted in conformance with the purpose of this policy.

**4.03 Promotion and Maintenance Of Appropriate Atmosphere.** Each Kanawha County Schools employee shall be responsible for establishing and maintaining an educational atmosphere in which students and staff can develop attitudes and skills for effective, cooperative living, including:

- Respect for the individual regardless of: race; color; religion; ancestry; national origin; gender; socioeconomic status; academic status; gender identity or expression; physical appearance; sexual orientation mental/physical/developmental/sensory disability; or other characteristic.
- Respect for cultural and language differences.
- Respect for personal rights of others.
- Respect for the right of others to seek and maintain their own identities with dignity.

**4.04 Student/Community Focus.** Kanawha County Schools staff will educate children to succeed in a global community by helping them to develop an awareness and understanding of

the achievements, problems, and aspirations of all people. Kanawha County Schools will establish a Cultural Diversity Cadre of trainers to provide learning opportunities for staff, students, parents, and community members to understand human relations concerns in the schools and community and become actively engaged in working together to resolve those concerns. Kanawha County Schools will contribute to national efforts to improve international understanding and cooperation by helping to reconcile group differences and by fostering understanding of the various cultures of the world as they are represented in the local school system community.

**4.05 Curricular Requirements.** Kanawha County Schools will acquire and maintain a current library of multimedia resources on various ethnic and cultural groups for use by schools and others. Curricula, programs, instructional materials, and training shall be examined, designed and revised, as necessary, to provide all staff and student with knowledge, skills, attitudes, and behaviors to exercise positive interpersonal group relations. Instructional materials used in the schools will accurately portray the history, contributions, and culture of the diverse ethnic groups in our society. Staff will create schools, classrooms, and offices that are inclusive, bias free, and provide a welcoming climate for all. Kanawha County Schools will continue to evaluate course offerings to ensure that experiences remain relevant.

**4.06 Equal Opportunity.** Kanawha County Schools shall continue to promote a diverse work force by increasing personnel recruitment efforts and by fulfilling the commitment to maintain a school system free of prejudice and illegal discrimination in all aspects of employment. Kanawha County Schools shall recruit, hire, train, and promote in all job titles without regard to race, color, national origin, religion, sex, disability, age, ancestry or sexual orientation, except where sex, age, or freedom from a particular disability is a bona fide occupational qualification. Kanawha County Schools will promote diverse representation on task forces, committees, commissions, and other advisory boards.

As used herein "sexual orientation" means actual or perceived heterosexuality, homosexuality, bisexuality, or gender identity or expression of an individual, with or without regard to the individual's assigned sex at birth.

**4.07 Employee Violations of Human/Civil Rights.** The following penalties shall be imposed upon a determination that an employee has violated another's human/civil rights. However, the nature and severity of a violation of human/civil rights may require deviation from the progressive penalties set forth below:

- 1<sup>st</sup> Offense - Conference with immediate supervisor. Such conference shall be documented by the immediate supervisor.
- 2<sup>nd</sup> Offence - Conference with immediate supervisor and an area assistant superintendent; placement of letter of reprimand in the personnel file; and, mandatory participation in a diversity/sensitivity class at the employee's expense.
- 3<sup>rd</sup> Offense - Mandatory 3-day suspension; and, performance of 6 hours of appropriate community service.
- 4<sup>th</sup> Offense - Termination of employment.

**4.08 Student Violation of Human/Civil Rights.** Penalties for student violation of human/civil rights shall be included in the student code of conduct.

**4.09 Annual Review.** This policy and all activities taken pursuant thereto shall be subject to an annual review.

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