SCHOOL BOARD POLICY PROHIBITING CONCEPTS BASED ON RACE, ETHNICITY, OR SEX

*(Adapted from Arizona Legislation)*

A TEACHER, ADMINISTRATOR OR OTHER EMPLOYEE OF <name school district> MAY NOT REQUIRE INSTRUCTION IN OR MAKE PART OF A COURSE THE FOLLOWING CONCEPTS:

1. ONE RACE, ETHNIC GROUP OR SEX IS INHERENTLY MORALLY OR INTELLECTUALLY SUPERIOR TO ANOTHER RACE, ETHNIC GROUP OR SEX.

2. AN INDIVIDUAL, BY VIRTUE OF THE INDIVIDUAL'S RACE, ETHNICITY OR SEX, IS INHERENTLY RACIST, SEXIST OR OPPRESSIVE, WHETHER CONSCIOUSLY OR UNCONSCIOUSLY.

3. AN INDIVIDUAL SHOULD BE DISCRIMINATED AGAINST OR RECEIVE ADVERSE TREATMENT SOLELY OR PARTLY BECAUSE OF THE INDIVIDUAL'S RACE, ETHNICITY OR SEX.

4. AN INDIVIDUAL'S MORAL CHARACTER IS DETERMINED BY THE INDIVIDUAL'S RACE, ETHNICITY OR SEX.

5. AN INDIVIDUAL, BY VIRTUE OF THE INDIVIDUAL'S RACE, ETHNICITY OR SEX, BEARS RESPONSIBILITY FOR ACTIONS COMMITTED BY OTHER MEMBERS OF THE SAME RACE, ETHNIC GROUP OR SEX.

6. AN INDIVIDUAL SHOULD FEEL DISCOMFORT, GUILT, ANGUISH OR ANY OTHER FORM OF PSYCHOLOGICAL DISTRESS BECAUSE OF THE INDIVIDUAL'S RACE, ETHNICITY OR SEX.

7. ACADEMIC ACHIEVEMENT, MERITOCRACY OR TRAITS SUCH AS A HARD WORK ETHIC ARE RACIST OR SEXIST OR WERE CREATED BY MEMBERS OF A PARTICULAR RACE, ETHNIC GROUP OR SEX TO OPPRESS MEMBERS OF ANOTHER RACE, ETHNIC GROUP OR SEX.

SCHOOL BOARD POLICY ON DIGNITY AND NONDISCRIMINATION

*(Adapted from Idaho Legislation)*

It is the intent of the Board that administrators, faculty members, other employees, and students of <name school district> including charter schools respect the dignity of others, acknowledge the right of others to express differing opinions, and foster and defend intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association.

The Board finds that tenets often found in "critical race theory" inflame divisions on the basis of sex, race, ethnicity, religion, color, national origin. No schools within this school district shall direct or otherwise compel students or teachers to personally affirm, adopt, or adhere to any of the following tenets: (a) That any sex, race, ethnicity, religion, color, or national origin is inherently superior or inferior; (b) That individuals should be adversely treated on the basis of their sex, race, ethnicity, religion, color, or national origin; or (c) That individuals, by virtue of sex, race, ethnicity, religion, color, or national origin, are inherently responsible for actions committed in the past by other members of the same sex, race, ethnicity, religion, color, or national origin.

No distinction or classification of students shall be made on account of race or color.

SCHOOL BOARD POLICY PROHIBITING POLITICAL ACTIVISM AND CRITICAL RACE THEORY

*(Adapted from TX Senate Legislation)*

No <name your school district> school or teacher shall require, make part of a course, or award course grading or credit including extra credit for, student work for, affiliation with, or service learning in association with any organization engaged in lobbying for legislation at the local, state or federal level, or in social or public policy advocacy; and no school district or teacher shall require, make part of a course, or award course grading or credit including extra credit for, political activism, lobbying, or efforts to persuade members of the legislative or executive branch to take specific actions by direct communication at the local, state or federal level, or any practicum or like activity involving social or public policy advocacy.

No teacher, administrator, or other employee in of <name your district>shall be required to engage in training, orientation, or therapy that presents any form of race or sex stereotyping or blame on the basis of race or sex.

No teacher, administrator, or other employee of <name your school district> shall require, or make part of a course the following concepts: (1) one race or sex is inherently superior to another race or sex; (2) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (3) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (4) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (5) an individual ’s moral character is necessarily determined by his or her race or sex; (6) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (7) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (8) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a members of a particular race to oppress members of another race.

SCHOOL BOARD POLICY PROHIBITING MANDATORY GENDER OR SEXUAL DIVERSITY TRAINING

*(Adapted from Oklahoma legislation)*

No enrolled student of ANY <name your school district> shall be required to engage in any form of mandatory gender or sexual diversity training or counseling; provided, voluntary counseling shall not be prohibited. Any orientation or requirement that presents any form of race or sex stereotyping or a bias on the basis of race or sex shall be prohibited.

No teacher, administrator or other employee of a school district, charter school or virtual charter school shall require or make part of a course the following concepts: a. one race or sex is inherently superior to another race or sex, b. an individual, by virtue of his or her race or sex, is inherently racist, sexist or oppressive, whether consciously or unconsciously, c. an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex, d. members of one race or sex cannot and should not attempt to treat others without respect to race or sex, e. an individual’s moral character is necessarily determined by his or her race or sex, f. an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex, g. any individual should feel discomfort, guilt, anguish or any other form of psychological distress on account of his or her race or sex, or h. meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race.