

## **JICFA-E-1 - NON-TOLERANCE OF HATE CRIMES**

That the School Committee, through the Office of the Mayor, and the Cambridge Public Schools will not stand for hate crimes. The Committee and the Cambridge Public Schools also are intolerant of all incidents of bias-based behavior and expressions of hate, be they crimes or not.

The Cambridge Public Schools and its educators will prioritize responding to incidents of hate and bias-based behavior in a manner that utilizes the experience as a teachable moment for students, allowing all students to engage, process, learn and build community. Educators may invite students directly impacted or involved to participate in restorative practices. The Cambridge Public Schools will provide access to and counseling support for students following such incidents.

Further, when incidents of hate occur, the Superintendent or their designee will alert School Committee members in a timely manner.

*Adopted: March 21, 2023*