

PPS does not tolerate hate speech nor acts of discrimination. In 1997, PPS adopted the Non-Discrimination/Anti-Harassment Policy which has been amended throughout the years to respond to emerging situations. The intent of the policy is to provide a culture of safety for students, families and employees by outlining protected classes, providing mechanisms for complaints and reporting to ensure the safety and well-being of all. The district's protected classes include: age, national origin, disability, economic status, race, religion, gender, sexual orientation, and gender expression or identity. The policy also provides consequences for those who engage in discriminatory practices, dismissal of staff and trespass of parents and volunteers.

In response to the increasing number of hate speech incidents, a cross functional team worked to develop a consistent set of actions to respond to these incidents. These are outlined in [PPS Hate Speech Protocols](#). These protocols include

hate speech incident, all staff are encouraged to access these protocols and follow



Hate speech versus political speech

It is also important to distinguish between hate speech and political speech. Hate speech is not protected by “free speech” and both PPS and state policies prohibit the use of hate speech. Below

Western State Center’s **Confronting White Nationalism in Schools Tool Kit**:

[Common Defense of Hate Speech](#)

[Practical Suggestions to Redirect](#)

[PPS Vision - Graduate Portrait](#)

White pride cannot be equated with Pride month in support of LGBTQ communities, Native Pride, Latinx pride or Black Excellence.

Racial groups or historically marginalized groups gather and assert pride as a way to protest historic and current discrimination and cultural racism.



Common Defense of Hate Speech

"What about reverse racism?"

Data demonstrates systemic advantages for white people in all facets of life in the US.

While members of any group may commit acts of bias against any other, these acts do not add up to the institutional and cultural racism that disproportionately produces negative outcomes for people of color.

