

Deborah Brown Community School Board of Education Policy
Anti-Discrimination, Harassment and Antisemitism Policy
Approved: September 23, 2025

It is the policy of Deborah Brown Community School that all students, employees, volunteers, and visitors have the right to learn and work in an environment free from discrimination, harassment, and hostile conduct. The district prohibits discrimination or harassment on the basis of race, color, national origin, sex, disability, religion, age, sexual orientation, gender identity, and any other protected class under state or federal law including antisemitism.

I. Purpose

The purpose of this policy is to ensure an inclusive, respectful, and equitable environment for all students, staff, and faculty. Discrimination, harassment, or retaliation based on protected characteristics is strictly prohibited. This policy consolidates protections under federal and state law, including legislation addressing antisemitism.

II. Definitions

A. Discrimination:

Unfavorable or unequal treatment of an individual or group because of a protected characteristic.

B. Harassment:

Unwelcome conduct, whether verbal, written, online, or physical, that is severe, pervasive, or persistent enough to create a hostile environment or results in adverse academic, employment, or programmatic decisions.

C. Antisemitism:

Hostile acts, statements, rhetoric, or behaviors directed at people because they are, or are perceived to be, Jewish. Examples include, but are not limited to:

1. Stereotyping Jewish people (e.g., conspiracies about control of institutions or money).
2. Denial, minimization, or distortion of the Holocaust or other antisemitic historical events; praising or justifying such denial.
3. Use of slurs, epithets, symbols, or images (e.g., swastikas, offensive memes, defamatory caricatures) targeted at Jewish students or staff.
4. Targeting Jewish students, staff, or buildings with graffiti, vandalism, or threats.
5. Repeated or severe questioning of a Jewish person's loyalty or patriotism because of their Jewish identity.
6. Harassment that uses antisemitic tropes, dehumanizing language, or calls for exclusion/violence.

D. Protected class:

A group or individual protected by local, state, or federal nondiscrimination laws.

III. Reporting Procedures

A. Who may report

Any student, staff member, parent/guardian, or other community member who believes they have experienced or witnessed discrimination, harassment, or antisemitism.

B. How to report

Reports can be made orally or in writing to:

1. mwashington@dbcschool.org or 918-425-1407
2. the district Civil Rights/Compliance Officer: Marian Washington or
3. via the district's online reporting system: dbcastulsa.org

C. Anonymous reports

The district shall accept anonymous reports but note that anonymous reports may limit the district's ability to investigate fully.

D. Timing

Reports shall be made as soon as possible after the incident. There is no bar to reporting late; however, prompt reporting assists with effective investigation and remediation.

IV. Investigation Process

A. Initial response

Upon receipt of a report, the district shall take immediate steps to protect the complainant's safety and preserve evidence. Interim measures (e.g., schedule changes, no-contact directives) may be put in place pending investigation.

B. Investigation

The district shall conduct a prompt, thorough, and impartial investigation. The investigator shall interview all relevant parties, gather evidence, and document findings. Investigations shall be completed within a reasonable timeframe; the district shall notify parties of extensions and estimated completion dates.

C. Standard of proof

The district applies a preponderance of the evidence standard.

D. Outcome & remedies

If a violation is found, the district shall implement remedies reasonably calculated to end the misconduct, prevent its recurrence, and address its effects (e.g., counseling, discipline, academic support, facility security, restitution). Both the complainant and respondent shall be informed of the outcome to the extent permitted by law.

V. Discipline and Corrective Actions

Disciplinary actions shall be administered in accordance with district policy and applicable law and may include warning, restitution, suspension, expulsion, termination, or referral to law enforcement when appropriate. Staff discipline shall follow personnel policies and collective bargaining agreements where applicable.

VI. Retaliation Prohibited

Retaliation against any individual for making a good-faith report, participating in an investigation, or opposing discriminatory practices is strictly prohibited and shall be subject to disciplinary action.

VII. Prevention, Education, and Training

- A. The district shall provide annual training for staff and orientation for new employees and volunteers on:
1. identifying and reporting discrimination and harassment, including antisemitism;
 2. cultural competency and bias awareness; and
 3. how to support impacted students.
- B. The district shall provide age-appropriate education for students that promotes mutual respect, counters stereotypes, and addresses bullying and hate incidents.
- C. The district shall maintain educational materials and resources for families and the community.

Approved by the DBCS School Board of Education on

Board President: _____

Head of School: _____

Legal Reference: **Title VI of the Civil Rights Act of 1964** and **Title 70 O.S. § 24-162**