

## Eastern Panhandle Preparatory Academy (EPPA)

Date Approved:

### Policy on Racism and Sexism

A safe and respectful environment is necessary for students to learn and achieve high academic standards. Many forms of racism have been determined to be deliberately divisive and to have an adverse impact on the educational outcomes of students exposed to them. This policy details EPPA's prohibition of racism and sexism in any form.

A teacher, administrator, or other employee of EPPA may not be required to engage in training, orientation, or therapy that presents any form of race stereotyping or blame on the basis of race. Also, a teacher, administrator, or other employee of EPPA may not require or make part of a course the concept that:

1. One race or sex is inherently superior to another race or sex;
2. An individual, by virtue of the individual's 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 the individual's race or sex;
4. Members of one race or sex may be treated with disrespect toward others of a different race or sex;
5. An individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;
6. An individual, by virtue of the individual's race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;
7. An individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of the individual's race or sex;
8. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race or sex to oppress members of another race or sex;
9. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or
10. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to, the authentic founding principles of the United States, which include liberty and equality.

A teacher, administrator, or other employee of a district may not require an understanding of the 1619 Project.

EPPA may not implement, interpret, or enforce any rules or student code of conduct in a manner that would result in the punishment of a student for discussing, or have a chilling effect on student discussion of, the concepts described above.

If any complaints arise in relation to this policy, the complaint process outlined in detail in the Anti-Bullying Policy will be followed.