

HUDSON SCHOOL DISTRICT PROCEDURE

AC-E Hudson School District Anti-Discrimination Plan

Approved: April 3, 2023

This plan is part of the Hudson School District's coordinated effort to prevent, assess the presence of, intervene in, and respond to incidents of discrimination against students and staff on the basis of sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, national origin or any other classes protected by New Hampshire's antidiscrimination statute, RSA 354-A.

Discrimination may be actions of individuals or cultural and institutional patterns that negatively impact students' education or staff working environments. Discrimination may be explicit (e.g., discriminatory words) or implicit (e.g., discipline patterns based on sex, race or national origin).

Assessing the Presence of Discrimination

When appropriate and prompted by circumstances, the school district will seek input from staff, students and parents about the presence of discrimination in the schools.

When appropriate and prompted by circumstances, the school district will collect data on student and staff demographics. Data collection will include student and staff discipline analyzed by demographic information; student academic data analyzed by student demographic information; student participation in extracurricular activities and athletics including leadership roles analyzed by demographic information; staff leadership positions analyzed by demographic information and staff demographics compared to the demographics of the community and students.

When appropriate and prompted by circumstances, the district will gather data on individual, cultural, and institutional patterns that negatively impact students' educational opportunities and staff opportunities.

When appropriate and prompted by circumstances, the district will analyze the data to determine the existence of explicit or implicit bias in the school community.

Preventing Discrimination

The district will work with students and staff to create an educational and working environment supportive of the diverse school community.

The district will provide opportunities for students and staff to gain a better understanding of and sensitivity to the diversity in the school community including designing strategies and experiences for students and staff to achieve their full potential in an environment that is inclusive and equitable.

The district will provide ongoing training to staff that creates an awareness and appreciation of the diverse school community.

Based on any completed data analysis, the district will determine what actions need to be taken to address disparities in discipline, achievement and participation in extracurricular activities.

Intervening and Responding to Discrimination

The district will ensure that students, staff, and parents are aware of and are provided access to the district's anti-discrimination and bullying policies and procedures. The district will respond to incidents of discrimination or bullying in accordance with its policies and procedures.