



PLYMOUTH-CANTON

COMMUNITY SCHOOLS

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P-CCS Hate, Bias, and Supporting Students: FAQs (as of June 5, 2022)

Q. Are the number of race-related issues rising in the district?

A. No. Based on the data we have, there has not been an increase in race-related issues in the district. It may appear that there is an increase because of the district's ongoing commitment to strengthening diversity, equity and inclusion by bringing such issues to the community's attention to address immediately and as part of our dedication to being transparent with our families. Having an open dialogue with the community on such matters is vital to ensuring we are providing a warm and inclusive learning environment that allows our students to grow academically, socially and emotionally.

Q. What is the district doing to address issues of racism?

A. At P-CCS, we do not tolerate acts of hate or bigotry within our schools. However, we cannot combat hate and racism alone. Only by working together will we be able to minimize, if not completely eradicate these types of incidents across our communities. Please join us in these efforts by demonstrating that hate has no place at Plymouth-Canton Community Schools.

In addition to encouraging an open dialogue across the communities we are privileged to serve, the district continues to introduce programs and initiatives that seek to address racism in our schools and our communities. Efforts include hosting multiple town halls and community forums – including our next community forum on Wednesday, May 11.

Additionally, the district has established the strategic theme of Equity and Inclusion Grounded in Social Justice and Anti-Racism as one of four pillars of the new P-CCS Dynamic Plan, updated the Educational and Racial Equity Policy to identify race-based incidents as trauma, and requested that race-based incidents be tracked in MISTAR

and reported to the district's Board of Education at least once per year. These are just a few of the initiatives we have developed with many more to come as we seek to further strengthen the district's culture. While there is more to be done, we are hopeful that this gives us a foundation to engage further with our community.

Q: What is the P-CCS Hate & Bias Reporting Form?

A: The [P-CCS Hate & Bias Reporting Form](#) is a safe online reporting platform for P-CCS students/ families to document incidents of hate and bias in our schools or at school-related events.

It is the policy of the District, 5517.01, to provide a safe and nurturing educational environment for all of its students. This policy applies to all activities on school property and to all school sponsored activities whether on or off school property. This policy protects all students from bullying/aggressive behavior regardless of the subject matter or motivation for such impermissible behavior.

Bullying or other aggressive behavior toward a student, whether by other students, staff, or third parties, including Board members, parents, guests, contractors, vendors, and volunteers, is strictly prohibited. This prohibition includes written, physical, verbal, and psychological abuse, including hazing, gestures, comments, threats, or actions to a student, which cause or threaten to cause bodily harm, reasonable fear for personal safety or personal degradation. Demonstration of appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying is expected of administrators, faculty, staff, and volunteers to provide positive examples for student behavior.

This policy applies to all "at school" activities in the District, including activities on school property, in a school vehicle, and those occurring off school property, if the student or employee is at any school-sponsored, school-approved or school-related activity or function, such as field trips or athletic events where students are under the school's control, or where an employee is engaged in school business. Misconduct occurring outside of school may also be disciplined if it interferes with the school environment.

All staff are responsible for assuring support for hate and bias incidents being addressed and for providing support for students and families impacted by an incident.

Depending on the nature of the incident, law enforcement may also be contacted.

Q. How is the district handling threats from students? Will charges be pressed against students?

A. The safety and well-being of our students is and will always be a top priority at P-CCS. We have a zero-tolerance policy and take every threat seriously – following our comprehensive safety protocols, when applicable, to protect the students, teachers and staff members in our buildings. Disciplinary action is taken against students when warranted, including formally pressing charges if necessary.

Q. Will students responsible for the recent threats and/or racist comments be expelled from school?

A. By law, we are unable to provide information on disciplinary action against specific students. However, given our zero-tolerance policy and commitment to developing an inclusive and anti-racist culture at P-CCS, we can tell you that any student found making threats or racist comments will face serious disciplinary action ranging from suspension to expulsion to arrest. We will not tolerate hate at P-CCS.

Q. How are such incidents being addressed in the classroom?

A. Teachers do not proactively address such matters in the classroom. However, in our commitment to encouraging an open dialogue across our communities, our teachers do welcome age-appropriate conversation surrounding current events. To that end, if students have questions surrounding issues of race and inclusivity, our teachers will participate in a fact-based, age-appropriate conversation. We also encourage our parents to discuss critical topics and allyship at home. It is on all of us as a community to foster healthy conversations and to make diversity, equity and inclusion a priority.

Q. Is the district committed to diversity, equity and inclusion?

A. Yes, absolutely. The district is committed to providing a safe and nurturing educational environment for all of its students – ensuring they have what they need to be successful and feel respected, valued and represented.

Q. What opportunities do I have to get more involved with the district?

A. At P-CCS, we are fortunate to have a community of parents and guardians who are dedicated to the success of their children and our schools. That said, seeing volunteering parents at school events helps reinforce with children the importance of school and community, so we welcome having even more engagement from our families. If you're interested in volunteering or getting involved, please reach out to your

child's principal for information on how you can support their school and the district. We appreciate your engagement and look forward to connecting.

Q. What resources are available for my child who may be facing trauma or stress due to these incidents?

A. P-CCS has an incredible team of counselors available to support students experiencing anxiety or trauma. Additionally, our classroom teachers are trained in Social, Emotional, Learning and are capable of supporting children, as needed. If you are concerned about your child's well-being, do not hesitate to contact your school counselor, child's teacher or principal to learn what additional resources are available.

Q. Do you have tips or suggestions on how to discuss safety at school with my children at home?

A. If a student is concerned about their safety at school, please contact their principal or the superintendent's office so that we can address those concerns. If an incident occurs during school, encourage your child to report it to their principal immediately. Additionally, you or your child can contact Michigan's Okay2Say tip line at 8.555.OK2SAY or OKAY2SAY@mi.gov.