

EDST anti-bias school placement policy

The Department of Educational Studies believes all students, from pre-kindergarten through graduate school, have the right to a safe education, one free from threat, bias, hate speech, or other words or actions that contribute to an unsafe environment. We will not tolerate these things in our SMCM classrooms and we will not tolerate them from our undergraduate and MAT students who will be placed in SMCPs classrooms around the county. Participating in these things will be considered a violation of the [SMCM Code of Student Conduct](#), specifically, Articles II.E.3 and II.E.5. We also expect our future educators to adhere to [The Model Code of Ethics for Educators \(MCEE\)](#) which outlines educators' responsibilities to the profession, professional competence, students, the school community, and ethical use of technology.

If we learn that an SMCM student has used language or actions that could be construed as threatening, racist, biased, or hateful, that student's placement in an SMCPs (or another district) school will be suspended pending an investigation and may result in a delay in or forfeiture of completing course requirements. The SMCPs Board of Education policy states in section GBCC.II, *"school system employees are expected to serve as positive role models for our students at all times including non-working hours"* and *"all staff members are expected to maintain a standard of dress, personal appearance, general decorum, moral standards, and behavior that conforms to their professional status in the community."* SMCM students are expected to uphold the same standards as SMCPs staff while they are assigned to a school. Behavior, as described above, will be considered to be in violation of the SMCPs BoE policy.

Students who have been otherwise found to have participated in threatening, racist, biased, or hateful speech or actions may not be placed in an SMCPs school. This will result in an inability to participate in course requirements for an EDST or EDSP minor or the MAT.

Notes:

<https://www.smcm.edu/tothepoint/code-of-student-conduct/>

II.E.3: Intimidation: Subjecting an individual to intentional action that significantly threatens and induces a sense of fear and/or inferiority.

II.E.5: Threats: Physical, written, verbal, or electronic conduct which reasonably expresses an intention to cause an individual injury, harm, or damage.

SMCPs Policies and Regulations

<https://go.boarddocs.com/mabe/smcp/Board.nsf/Public#>

PROFESSIONAL DUTIES & RESPONSIBILITIES

All staff members are expected to maintain a standard of dress, personal appearance, general decorum, moral standards, and behavior that conforms to their professional status in the community.