



LOCATION	
AMANA NORTH	✓
AMANA WEST	✓

STATUS	
DRAFT	
ADOPTED	✓

POLICY NAME	Protect Students First Act-Compliant Resolution Policy			POLICY NO.	
EFFECTIVE DATE	January 28, 2023	DATE OF LAST REVISION	January 28, 2023	VERSION NO.	2.0
OWNER	Katherine Williams, Board Governance Committee Chair		CONTACT INFORMATION	kwilliams@amanaacademy.org	
APPLIES TO					
FACULTY		BOARD	✓	STUDENTS	✓
PARENTS	✓	VISITORS		CONTRACTORS	
CATEGORY					
ACADEMIC	✓	FINANCIAL		OPERATIONAL	✓
REVIEW CYCLE					
QUARTERLY		BI-ANNUAL		ANNUAL	✓

LEGAL

This policy is adopted in accordance with the Protect Students First Act, O.C.G.A. §20-1-11 et al.

POLICY DETAILS

A. Definitions:

- a. "Divisive Concepts" means any of the following concepts, including views espousing such concepts:
 - i. One race is superior to another race;
 - ii. The United States of America is fundamentally racist;
 - iii. An individual, by virtue of his or her race, is inherently or consciously racist or oppressive toward individuals of other races;
 - iv. An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race;
 - v. An individual's moral character is inherently determined by his or her race;
 - vi. An individual, solely by virtue of his or her race, bears individual responsibility for actions

committed in the past by other individuals of the same race;

- vii. An individual, solely by virtue of his or her race, should feel anguish, guilt or any other form of psychological distress;
 - viii. Performance-based advancement or the recognition and appreciation of character traits such as hard work ethic are racist or have been advocated for by individuals of a particular race to oppress individuals of another race; or
 - ix. Any other form of race scapegoating or race stereotyping.
- b. "Espousing personal political beliefs" means an individual, while performing official duties as part of his or her employment or engagement with a school or local school system, intentionally encouraging or attempting to persuade or indoctrinate a student, school community member, or other school personnel to agree with or advocate for such individual's personal beliefs concerning divisive concepts.
 - c. "Race scapegoating" means assigning fault or blame to a race, or to an individual of a particular race because of his or her race. Such term includes, but is not limited to, any claim that an individual of a particular race, consciously and by virtue of his or her race, is inherently racist or is inherently inclined to oppress individuals of other races.
 - d. "Race stereotyping" means ascribing character traits, values, moral or ethical codes, status, or beliefs to an individual because of his or her race.

B. Requirements:

- a. Employees are prohibited from discriminating against students and other employees based on race.
- b. Curricula and training programs encourage employees and students to practice tolerance and mutual respect and to refrain from judging others based on race.
- c. Schools may provide curricula or training programs that foster learning and workplace environments where all students, employees, and school community members are respected; provided, however, that any curriculum, classroom instruction, or mandatory training program, whether delivered or facilitated by school personnel or a third party engaged by a school or local school system, shall not advocate for divisive concepts.
- d. Nothing in this policy shall be construed or applied to:
 - i. Inhibit or violate the rights protected by the Constitutions of Georgia and the United States of America or undermine intellectual freedom and free expression;
 - ii. Infringe upon the intellectual vitality of students and school employees;
 - iii. Prohibit schools from promoting concepts such as tolerance, mutual respect, cultural sensitivity, or cultural competency; provided, however, that such efforts do not conflict with the requirements of Code section 20-1-11 and other applicable laws;
 - iv. Prohibit a school administrator, teacher or other school personnel, or an individual facilitating a training program from responding in a professionally and academically appropriate manner and without espousing personal political beliefs to questions regarding specific divisive concepts raised by students, school community members or participants in a training program;
 - v. Prohibit the discussion of divisive concepts, as part of a larger course of instruction, in a professionally and academically appropriate manner and without espousing personal political beliefs;
 - vi. Prohibit the full and rigorous implementation of locally approved curriculum linked to

Georgia Standards of Excellence, Advanced Placement, International Baccalaureate Diploma Program, dual enrollment coursework, or elements of such curricula; provided, however, that such implementation is done in a professionally and academically appropriate manner and without espousing personal political beliefs;

- vii. Prohibit the use of curricula that addresses the topics of slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in racial oppression, segregation, and discrimination in a professionally and academically appropriate manner and without espousing personal political beliefs;
- viii. Create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against a local board of education, local school system, or other school, or the departments, agencies, entities, officers, employees, agents, or any other personnel affiliated with such local board of education, local school system, or other school; or
- ix. Prohibit a state or federal court or agency of competent jurisdiction from ordering training or other remedial action that discusses divisive concepts due to a finding of discrimination, including discrimination based on race.

C. Complaint Resolution:

- a. The school shall not be required to respond to a complaint made pursuant to this policy unless it is made by:
 - i. A parent or legal guardian of a student enrolled at the school where the alleged violation occurred;
 - ii. A student who has reached the age of majority or is a lawfully emancipated minor who is enrolled at the school where the alleged violation occurred; or
 - iii. An individual employed as a school administrator, teacher, or other personnel at the school where the alleged violation occurred;
- b. The complaint shall first be submitted in writing to the principal of the school where the alleged violation occurred;
- c. The complaint shall provide a reasonably detailed description of the alleged violation;
- d. Within five (5) school days of receiving the complaint; the school principal or designee shall review the complaint and take reasonable steps to investigate the allegations contained in the complaint;
- e. Within ten (10) school days of receiving the complaint, the school principal or designee shall confer with the complainant;
 - i. The school principal or designee shall inform the complainant whether a violation occurred, in whole or in part;
 - ii. If a violation occurred, in whole or in part, the school principal or designee shall inform the complainant of what remedial steps have been taken or will be taken; provided that the confidentiality of student or personnel information shall not be violated;
 - iii. Another schedule may be mutually agreed upon by the complainant and the school principal or designee regarding this ten (10) days response limit.
- f. Following such conference, within three (3) school days of a request by the complainant, the school principal or designee of the school shall provide to the complainant
 - 1. A written summary of the findings of the investigation, and
 - 2. A statement of remedial measures, if any.; provided, however, that such written

response shall not disclose any confidential student or personnel information.

g. Appeal

i. Level I - Appeal to Executive Director

1. The complainant may submit a written appeal of the initial determination to the Executive Director;
2. The Executive Director shall review the initial determination within ten (10) school days of receiving the written request for appeal; provided, however, that confidential student or personnel information shall not be subject to review pursuant to this paragraph;
3. The Executive Director shall provide a written decision on its review of the initial determination as soon as practicable after completing their review.

ii. Level II - Appeal to the Governing Board

1. The complainant may submit a written appeal of the Level I decision of the Executive Director following the review provided for in the subparagraph above; provided, however, that confidential student or personnel information shall not be subject to review pursuant to this subparagraph.
2. The Governing Board shall review the written appeal and previous determinations within ten (10) school days of receipt of the written appeal.
3. Board shall provide a written decision on its review of the previous determinations as soon as practicable after completing its review.

iii. Level III – Appeal to State Charter Schools Commission

1. The Level II decision of the Governing Board following the review provided for in the paragraph above may be reviewed by the State Charter Schools Commission in accordance with the policies and procedures adopted by the Commission for this purpose. Provided however, confidential student or personnel information may not be subject to review or appeal.

- h. Nothing in this policy shall be construed to prohibit any cause of action available at law or in equity to a complainant who is aggrieved by a decision of the Governing Board or the State Charter Schools Commission.

D. Records Request

- a. Any individual who is eligible to file a complaint under this policy shall have the right at any time, including prior to filing a complaint, to request, in writing, from Executive Director or school principal any nonconfidential records which he or she reasonably believes may substantiate a complaint under this policy
- b. The Executive Director or school principal shall produce such records for inspection within a reasonable amount of time not to exceed three (3) business days of receipt of a request. In those instances where some, but not all, of the records requested are available for inspection within three business days, the Executive Director or school principal shall make available within that period such records that are available for inspection.
- c. In any instance where some or all of such records are unavailable within three business days of receipt of the request, and such information exists, the Executive Director or school principal shall, within such time period, provide the requester with a description of such records and a timeline for when the records will be available for inspection and shall provide the records or access thereto as soon as practicable but in no case later than 30 days after receipt of the request.

- d. If the Executive Director or school principal denies a parent's request for records or does not provide existing responsive records within 30 days, the parent may appeal such denial or failure to respond to the Governing Board. The Governing Board must place such appeal on the agenda for its next public meeting. If it is too late for such appeal to appear on the next meeting's agenda, the appeal must be included on the agenda for the subsequent meeting.
- e. Nothing in this subsection shall be construed to prohibit any cause of action available at law or in equity to a parent who is aggrieved by a decision of a local board of education or the governing body of a charter school made pursuant to this policy.

TERMS AND DEFINITIONS

Define any acronyms, jargon, or terms that might have multiple meanings.

TERM	DEFINITION

RELATED DOCUMENTS AND OTHER REFERENCES

Authority:

O.C.G.A. § 20-1-11 Advocating for divisive concepts; prohibition on discrimination; practice of tolerance and mutual respect encouraged; complaint resolution policies; inspection of records; waivers prohibited.

ROLES AND RESPONSIBILITIES

List the job titles and business offices directly responsible for documents.

ROLE	RESPONSIBILITY
Executive Director	Drafting policy
Governance Committee Chair	Board adoption process

VERSION HISTORY

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1.0	The Board	1/28/2023		Lauren Greer (hired attorney)
2.0	Governance Committee	10/15/2025	Updated format	Ehab Jaleel

ADDITIONAL NOTES