

The Ivy School Equity Code

The Ivy School Community actively commits to anti-racist/anti-bias education to ensure all students reach their full potential.

This code of conduct outlines expectations for members of The Ivy School Community. We commit to creating a welcoming and inspiring community for everyone and expect all members of The Ivy School Community to honor this code.

We are here to help each other learn, grow, and become safe, kind, and responsible citizens: building a community for each student, staff member, and family. Although this list cannot be exhaustive, we explicitly honor diversity in ability, age, culture, ethnicity, family structure, gender identity or expression, language, national origin, political beliefs, profession, race, religion, sexual orientation, and socioeconomic status. We do not tolerate discrimination.

We strive to treat everyone as justly and equitably as possible. When we make a mistake, we agree to take responsibility; if someone has been harmed or offended we listen humbly and openly in order to learn from our mistakes.

To support this goal, we make the following agreement between The Ivy School and all members of The Ivy School Community.

The Ivy School Commitment to Educational Equity

The Ivy School Community—leadership, teachers, staff, parents, and students—maintain an active, anti-racist/anti-bias stance and, as part of this work, examine and challenge our own experiences, biases, and assumptions.

We sponsor an Equity Team to take meaningful steps toward educational equity and offering opportunities for social justice learning to the community throughout the year. In addition, the Equity Team:

- Conducts an annual school climate survey assessing the experience of Ivy students and their exposure to anti-bias education.
- Reports the results of this survey back to the community each year.
- Sets specific, measureable, and achievable equity-related goals each year.
- Reports progress on each goal back to the community each year.
- Delivers recommendations to school leadership and The Ivy School Board of Directors about how The Ivy School can enhance progress towards educational equity.

Staff and students are given the opportunity to explore and learn about topics including identity, power relationships, systemic oppression, and social justice.

The Ivy School Community's Equity Code of Conduct prioritizes marginalized people's safety over privileged people's comfort. For example, we do not act on complaints regarding:

- 'Revers'-isms; including "cisphobia," "reverse racism," and "reverse sexism."
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Refusal to explain the validity of social justice concepts.
- Criticizing ablest, cissex, racist, sexist, or otherwise oppressive behavior or assumptions.

Community Member Responsibilities

Members of The Ivy School Community recognize that respecting the dignity of every person is essential for creating and sustaining a flourishing school community. We understand and appreciate how our decisions and actions impact others and are just and equitable in our treatment of all members of the community. We act to discourage and challenge those whose actions may be harmful to and/or diminish the worth of others.

Ivy community members are expected to be inclusive.

As a community, we avoid and actively stand up against:

Discrimination: Any act, or failure to act, based upon an individual or group's actual or perceived status that is sufficiently severe to limit or deny their ability to participate in, or benefit from, The Ivy School's educational programs and activities.

Harassment: Any unwelcome conduct based on actual or perceived status, such as: ability, age, culture, ethnicity, family structure, gender identity or expression, language, national origin, political beliefs, profession, race, religion, sexual orientation, and socioeconomic status. Harassment and other exclusionary behaviors are unacceptable.

Examples of harassment include: bullying, deliberate intimidation, put-downs, taunting, teasing, sustained disruption of speakers or other events, and inappropriate physical contact. Participants asked to stop any harassing behavior are expected to comply immediately.

Please report instances of abusive, harassing, or otherwise unacceptable behavior by contacting the classroom teacher, the Campus Support Coordinator, or the Executive Director. As a Montessori school, we take our community's well-being seriously and want to ensure everyone has a valuable experience, so please contact a school resource if there is an issue so we can help address it.

Please report any unwelcome conduct to the office, who will act to remedy and resolve incidents on behalf of the individual(s) and the community.

As a community, we agree to approach each other by being:

- Welcoming: We strive to be a community that welcomes and supports people of all backgrounds and identities.
- Respectful: We will not always agree but frustration or disagreement is never an excuse for poor behavior.
- Mindful and Kind: In the words that we choose and how we use them. Do not insult or put down others.

The Equity code is a foundation of The Ivy School Community.

The Ivy School does not discriminate on the basis of ability, age, culture, ethnicity, family structure, gender identity or expression, language, national origin, political beliefs, profession, race, religion, sexual orientation, and socioeconomic status in providing education or access to the benefits of education services, activities, and programs in accordance with Title VI; Title VII; Title IX; as well as other civil and human rights; Section 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act; and the Americans with Disabilities Act Amendments Act of 2008.

The Equity Code aligns with Ivy School policies, including (but not limited to) policies prohibiting:

- bullying, harassment, hazing, and intimidation,
- discrimination,
- sexual harassment.

The Ivy School has **formal complaint procedures**:

Discrimination: <http://policy.osba.org/ivy/cs/AB/AC%20R%20G1.pdf>

Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying:
<http://policy.osba.org/ivy/cs/G/GBNA%20R%20G1.pdf>

Staff whose behavior violates Ivy School policies will be subject to discipline, up to and including dismissal. Discipline and dismissal of staff follow due process, relevant provisions of employment agreements, and applicable law.

Students whose behavior violates Ivy School policies (<http://policy.osba.org/ivy/cs/index.asp>) will be subject to discipline, including suspension and expulsion.

**The Ivy School Equity Team developed this code of conduct through the hard work of team members and from the many policies and codes of conduct whose prior efforts it draws from. The Equity Team owes acknowledgement and thanks (in no particular order) to Montessori for Social Justice, Lane Community College, Portland State University, and several open source community codes, among them: TODO, Python, Elastic Software, and Ubuntu.

The Ivy School Equity Code Community Member Commitment

I, _____ read, understand, and agree to abide by The Ivy School Equity Code, The Ivy School Policies and Procedures, and The Ivy School Parent and Student Handbook.

Signature

Date