



April 15, 2024

Dear TAS Community:

I write to you today in response to a recent report of a student using anti-Black hateful speech.

Racism has no place on our campus. We denounce bigotry and anti-Black racism in all its forms, and stand in solidarity and support of our Black students, faculty, and staff. We strive to be a campus where all students and staff are welcomed and feel a strong sense of belonging.

To ensure our campus remains a safe, respectful, and inclusive environment for all community members, we created the below *TAS Hate Speech Policy* in October 2023. All students, faculty, staff, and families are encouraged to carefully review the policy and adhere to it at all times.

We also encourage members of the TAS community to report incidents of hate speech or acts of bias that occur on campus, even if the act is not directed to you. Students who have experienced or witnessed biased activity may seek support and be referred to their school's principal and assistant principal. Incidents that need further investigation should be reported to Lenita Lugo, Director of Access, Equity and Compliance.

TAS will continue to live up to our values as a fully inclusive institution that respects and affirms every member of its community.

Grace Lee-Chang
Chief Executive Officer

TAS Hate Speech Policy (October 2023)

The Accelerated Schools is committed to maintaining an environment in which all students, staff and educators feel safe and valued.

To that end, TAS will not tolerate hate speech in any form. This includes any kind of communication – verbal, written or behavioral – that is hostile or discriminatory against any person or group of people based on their race, ethnicity, skin color, national origin, religion, gender, sexual orientation, disability, or other identity factor.

There are examples of slang words that have racist or offensive origins. Even if such words are not intended to be derogatory, they can still cause harm. Therefore, regardless of the context, TAS does not tolerate the use of slurs, profanity, or other offensive terms.

Hate speech, in all its forms, has no place within our school community. It is a direct affront to the principles upon which we were founded and our mission to foster a diverse, equitable and inclusive learning environment. As a result, disciplinary actions will be taken if this policy is violated.

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