

Promontory Equal Opportunity in Education Policy

In accordance with Utah state rule R277-328 and the Utah Constitution Article X section 3, Promontory School shall provide standards for educators regarding professional learning and guidelines and requirements for curriculum, and classroom instruction on equal opportunity in education.

Definitions:

- (1) “Classroom instruction” means any course material, unit, class, lesson, activity, or presentation that, as the focus of the discussion, provides instruction or information to a student.
- (2) “Curriculum” means primary instructional materials that have been approved pursuant to R277-468 and 53E-4-202.
- (3) “Equal opportunity in education” means acknowledging that all students are capable of learning and distributing resources to provide equal opportunities based upon the needs of each individual student.
- (4) “Inclusion” means
 - a) the practice of ensuring students feel a sense of belonging and support within the school community; and
 - b) to the maximum extent appropriate, for students with disabilities, providing access to general curriculum and engagement in regular education classes with peers without disabilities as described in Rule R277-750.

Professional Learning Regarding Equal Opportunities in Education and Prohibited Discriminatory Practices

- (1) In accordance with rule R277-328-3, Promontory School will provide professional learning opportunities to teachers and staff regarding equal opportunity in education.
- (2) The professional learning described in Subsection (1) shall include instruction in:
 - (a) fostering a learning environment which is safe, conducive to the learning process, and free from unnecessary disruption as consistent with Section 53G-8-202.
 - (b) identifying students in need of additional academic supports.
 - (c) implementing principles and strategies of inclusion so that:
 - (i) a student with a disability is educated with peers without a disability to the maximum extent appropriate, consistent with IDEA; and

- (ii) specially designed instruction is provided in addition to, not instead of, high quality core instruction as consistent with IDEA.
 - (d) recognizing the constitutionally protected rights of all students; and
 - (e) recognizing the constitutionally protected rights of all students; and
 - (f) developing strategies to promote the examination of various viewpoints on a topic in an impartial and politically neutral manner.
- (3) The professional learning provided by Promontory School shall include instruction that educators may not promote prohibited discriminatory practices as described in Section 53B-1-118:
 - (a) one personal identity characteristic is inherently superior or inferior to another personal identity characteristic.
 - (b) an individual, by virtue of the individual's personal identity characteristics, is inherently privileged, oppressed, racist, sexist, oppressive, or a victim, whether consciously or unconsciously.
 - (c) an individual should be discriminated against in violation of Titles VI & VII of the Civil Rights Act of 1964, IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, receive adverse treatment, be advanced, or receive beneficial treatment because of the individual's personal identity characteristics.
 - (d) an individual's moral character is determined by the individual's personal identity characteristics.
 - (e) an individual, by virtue of the individual's personal identity characteristics, bears responsibility for actions committed in the past by other individuals with the same personal identity characteristics.
 - (f) an individual should feel discomfort, guilt, anguish, or other psychological distress solely because of the individual's personal identity characteristics; (g) asserts that meritocracy is inherently racist or sexist.
 - (h) asserts that socio-political structures are inherently a series of power relationships and struggles among racial groups.
 - (i) promotes resentment between, or resentment of, individuals by virtue of their personal identity characteristics.
 - (j) ascribes values, morals, or ethical codes, privileges, or beliefs to an individual because of the individual's race, color, ethnicity, sex, sexual orientation, national origin, or gender identity.
 - (k) is referred to or named diversity, equity, and inclusion, used in conjunction; or (l) includes or relates to, a prohibited submission as outlined in Section 67-27- 105.
- (4) Prohibited instruction does not include a training on policies or procedures required by state or federal law, including laws relating to prohibited discrimination or harassment.
- (5) The professional learning provided by Promontory School shall be done in accordance with all state and federal laws.
- (6) The content of professional learning provided by Promontory School shall be made freely available by the Promontory School to parents with a student in the Promontory School within a reasonable amount of time from when the training is offered upon request and include a copy of this rule.
- (7) If an alleged violation of this section is reported to the Board as described in Rule R277-123, the Board may investigate the alleged violation as described in Rule R277-114, including taking action as described in Subsection R277-114-3(3).
- (8) Promontory School shall ensure a formal complaint process is in place pursuant to Rule R277-113.
- (9) The professional learning referred to in Subsection (6) does not include remediation sessions for a specific educator.

Educational Opportunities Within an LEA

- (1) In accordance with rule R277-328-4, No part of this rule shall be construed by any staff or board member to:
 - (a) prohibit or ban discussions of events, ideas, attitudes, beliefs, or concepts, including those described in this rule, from the general sharing and participation in the marketplace of ideas fostered in a learning environment; and
 - (b) promote one ideology over another regarding a topic, including those described in this rule.
- (2) The director may turn to the Promontory School Board for technical assistance regarding the implementation of this rule.
- (3) The administration of Promontory School shall establish, in cooperation with the Promontory School Board, a model for professional learning that complies with the requirements of this rule including approval of the model in an open and public meeting of the Board and making the model available on the Utah State Board of Education's website.
- (4) The requirement for approval described in Subsection (3) applies only to the professional learning model referenced in this rule and does not apply to other professional learning with embedded components of equal opportunity in education offered by the director or board as long as the professional learning does not contain concepts described in Subsection R277-328- 3(3).