



Bernal Intermediate School

A California Distinguished School
6610 San Ignacio Avenue
San Jose, CA 95119
408-578-5731 Fax 408-578-7367
Tamara Unck, Principal
Maria Smith, Assistant Principal



Bernal Hate Speech Contract 2023-2024

All Bernal students and staff have the right to participate fully in the educational process, free from discrimination and harassment as stated in the California Education Code 1.- 32527 ARTICLE 1. Declaration of Purpose 201 (a), in the Oak Grove School District Board Policy 5145.9: Hate-Motivated Behavior, and in the 2022-2023 Student Behavior and Parent Information Handbook’s Human Dignity Policy (pg. 15):

“The Governing Board is committed to providing a safe learning environment that protects students from discrimination, harassment, intimidation, bullying, and other behavior motivated by a person's hostility towards another person's real or perceived ethnicity, national origin, immigrant status, sex, gender, sexual orientation, religious belief, age, disability, or any other physical or cultural characteristic.” (Hate-Motivated Behavior) “The School District will not tolerate behavior...which insults, degrades, or stereotypes any race, sex, mental or physical disability, sexual orientation, gender expression...or any other basis protected by applicable law. (5 CCR 4900; Ed. Code 221.51, Human Dignity Policy)

It is the intent of this contract to eliminate a hostile environment on school grounds that impairs the access of pupils to equal educational opportunity due to the use of derogatory words and slurs expressed publicly either verbally, in writing, or through images and social media. *This expectation and consequences have been communicated through advisory, morning announcements, and in the monthly newsletter and will continue to be reiterated throughout the school year.* **Any student having been witnessed by staff and/or other students using hate speech at school or through social media will result in loss of school activities and immediate disciplinary action, up to and including suspension and/or expulsion from Bernal Intermediate School.**

Student

Tamara Unck, Principal

Maria Smith, Assistant Principal

José L. Manzo, Superintendent
Board of Trustees: Beija Gonzalez | Carla Hernández | Jorge Pacheco Jr. | Tami Moore | Nancy Yue
An Equal Opportunity/Affirmative Action Employer

Our mission . . . “to ensure that every child’s potential is achieved.”