

**ACADEMIC FREEDOM and PROHIBITION ON TEACHING
DISCRIMINATION**

Category: Optional

I. ACADEMIC FREEDOM

“Academic freedom” is the opportunity for educators and students to study, investigate, present, interpret, and discuss facts and ideas relevant to the curriculum and course being taught, giving consideration to the maturity level of the students.

Teachers should be accurate, exercise appropriate restraint, show respect for the opinions of others, and at all times comply with Board policy GBI regarding staff political activities and speech.

II. PROHIBITION ON TEACHING DISCRIMINATION

A. Employees of the Sanborn Regional School District are prohibited from teaching, instructing, inculcating or compelling students to express belief in, or support for, any one or more of the following:

- (1) That one's age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion or national origin is inherently superior to people of another age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion, or national origin.
- (2) That an individual, by virtue of his or her age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion, or national origin, is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
- (3) That an individual should be discriminated against or receive adverse treatment solely or partly because of his or her age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion, or national origin; or

(4) That people of one age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion, or national origin cannot and should not attempt to treat others without regard to age, sex, gender identity, sexual orientation, race, creed, color, marital status, familial status, mental or physical disability, religion, or national origin.

B. Employees are permitted to discuss, as a part of the larger course of academic instruction, the historical existence of facts, topics, and subjects identified in RSA 193:40 (including prohibited concepts 1-4 above). Schools are also permitted to teach about the existence of racism, sexism, and other forms of discrimination.

C. Violation of this policy shall be grounds for investigation and discipline including.

D. Violation of this policy by an educator shall be considered a violation of the educator code of conduct that justifies disciplinary sanction by the state board of education. For the purposes of this policy, "educator" means a professional employee of the school district whose position requires certification by the state board pursuant to RSA 189:39. Administrators, specialists, and teachers are included within the definition of this term.

The Sanborn District strongly condemns all acts of discrimination in our schools and school community. We will address any incidents as they occur, and appropriately counsel students as part of their overall education. Typically, matters of discrimination are handled through our non-discrimination policies and procedures (Board policies in the AC series) and our student discipline policy (Board policies in the J series).

III. STUDENT OR PARENT CONCERNS

Questions or concerns regarding objectionable materials must be brought to the attention of the building principal and will be addressed in accordance with Board Policy IGE.

Questions or concerns about library/media center materials must be brought to the attention of the building principal and will be addressed in accordance with Board Policy IJL and the applicable regulations.

Related Policies: GBI

References: RSA 193:40

History:

Adopted: 12-15-2021