

Inclusive Learning Environments

Series: 3000 Students



Policy No. 3330

Inclusive Learning Environments

Definitions:

1. Inclusion: the practice of ensuring students feel a sense of belonging, support, and safety
2. Respect: acknowledging differences by looking for the good in everyone, including oneself, and showing due regard for feelings, rights, cultures, and traditions
3. Discrimination: the practice of unfairly treating a person or group of people differently from other people or groups of people
4. Public forum: a place that has a long-standing tradition of being used for, is historically associated with, or has been dedicated by government act to the free exercise of the right to speech and public debate and assembly
5. Personal viewpoint: speech that creates the appearance that an employee advocates a particular religious or political view

Policy Rationale:

As district employees and families work together to educate the children of Provo City School District, the Board recognizes that “the primary responsibility for the education of children within the state resides with their parents and that the role of the state and local governments is to support and assist parents in fulfilling that responsibility.” [Utah Code 53G-10-204-2\(d\)](#)

Provo City School District includes economic, linguistic, cultural, political, racial, and religious diversity. District personnel seek to ensure employee practices demonstrate how to manage differences in a healthy and positive manner.

The Board of Education supports the universal values of kindness and respect in the classroom and emphasizes the importance of a safe, inclusive environment for all learners and educators. The Board of Education trusts the educators of Provo City School District to create classrooms that are safe, respectful, inclusive, and kind.

Schools as Public Forums:

Schools, including classrooms, are not public forums for the display or distribution of political, religious, or personal viewpoints, and employees may not use them for the posting or display of such materials. Speech, displays, and actions in the classroom should be in accordance with the district objective of a safe, respectful, inclusive, and kind environment for all learners and educators

Employee Expectations:

Employees of the Provo City School District will:

- Promote the inclusion of all students, meaning they strive to ensure students feel a sense of belonging and support. [Utah State Board of Education Rule 277-328](#)
- Respect the dignity, worth, and uniqueness of each individual student including, but not limited to, gender identity and expression, civil status, family status, sexual orientation, religion, age, disability, race, ethnicity, socio-economic status, and culture.
- Establish and maintain an environment that promotes the emotional, intellectual, and physical safety of students.
- Maintain a professional educator/student relationship by treating students with dignity and respect by promoting the health, safety, and well-being of students.
- Avoid suggesting that a student or educator's sex, race, religion, sexual orientation, gender identity or membership in any other protected class is inherently superior or inferior to another sex, race, religion, sexual orientation, gender identity or any other protected class. [Utah State Board of Education Rule 277-328](#)
- Never use their positions to endorse, promote, or disparage a particular religious, denominational, sectarian, agnostic, or atheistic belief or viewpoint.

Building principals and staff work together to address individual concerns and questions regarding these expectations.

Student Expectations:

Students of the Provo City School District will be expected to follow policies regarding non-discrimination and school safety found in Policies [3214 \(Non-Discrimination and Sexual Harassment\)](#) and [3320 \(Prohibition of Bullying, Hazing, Harassment, and Retaliation\)](#).

Employee Training:

Provo City School District provides annual training to staff on these expectations as part of the state-directed review of the Utah Educator Professional Standards and provides written assurance to the State of Utah of the annual review.

Approved by the Board: 13 February 2024