

**RESOLUTION NO. 202021-1  
SAFE AND WELCOMING SCHOOLS**

**WHEREAS** Salem-Keizer Public Schools is committed to providing safe and welcoming spaces where all students are able to focus on their education, secure in the knowledge that the District will support their safety and well-being while also providing access and opportunity to high-quality education; and

**WHEREAS** this commitment means that student success will not be predicted nor predetermined by race, national origin, ability, economic circumstance, mobility, native language, sexual orientation, immigration status, gender identity, or level of proficiency upon entering school; and

**WHEREAS** the School Board is committed to protecting students' constitutional rights, including their Fourth Amendment right to be free from unreasonable searches and seizures and to access a free public education; and

**WHEREAS** the School Board believes that federal immigration law enforcement activities at our schools, on our transportation routes, on our District property, or during school activities will significantly interfere with our ability to provide safe and welcoming spaces and interfere with our students' rights; and

**WHEREAS** the School Board does not tolerate any form of discrimination, hazing, harassment, intimidation, bullying, cyberbullying, or menacing of students; and children exposed to violence and trauma may not feel safe or ready to learn; and not only are individual children affected by traumatic experiences, but other students, the adults on campus, and the school community can be impacted by interacting or working with a child who has experienced trauma;

**NOW, THEREFORE, BE IT RESOLVED** the School Board expects the District shall do everything in its lawful power to protect our students' confidential information and ensure that our students' learning environments are not disrupted by immigration enforcement actions, including but not limited to the following:

The District will continue its practice to not collect or maintain any information about our students' immigration status.

Any request by a federal immigration official (a) for entry into any District school or other District property, (b) to communicate with any student while that student is under the supervision of the District during any school activity or while using District transportation, or (C) for any information about our students shall immediately be forwarded to the District's legal counsel.

In responding to such requests, the District's legal counsel will not share information or provide access to our students unless required by law and will direct the District to protect the constitutional and legal rights of our students. For example, the District's legal counsel will not grant access to our students unless presented with a valid arrest warrant issued by a federal or state judge or magistrate.

**BE IT FURTHER RESOLVED** that the District shall provide training and additional resources if needed for existing crisis and emergency response teams in order to help ensure the safety and well-being of our students who may be impacted by immigration enforcement actions; and

**BE IT FURTHER RESOLVED** all Salem-Keizer Public Schools staff are diligent in recognizing and addressing discrimination, hazing, harassment, intimidation, bullying, cyberbullying, or menacing as per administrative policy (Instruction-A003); staff are informed of and follow the administrative policy (Instruction-A035) related to dealing with non-local law enforcement, including immigration officials who enter any District property, and the administrative policy and procedure related to the handling of complaints (Administrative-ADOS and P008); and

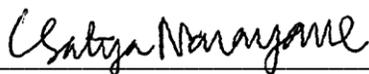
All Salem-Keizer staff maintain an organizational culture that treats students and their families with respect, dignity, and courtesy; and

The Superintendent maintains, develops, communicates, and implements administrative policies and procedures that foster a culture that is safe, inclusive, welcoming, and celebrates the diversity found within our community; and

The Superintendent takes appropriate action to prevent and/or correct conditions, procedures, actions, or decisions that are unlawful, unethical, unsafe, disrespectful, disruptive, undignified, or in violation of board or administrative policy; and

The School Board is committed to identifying and correcting practices and policies that cause and contribute to opportunity gaps, success gaps, and racism in all areas of the District and the School Board. The School Board acknowledges the trauma caused by systemic racism and acts of racism. The School Board commits to learning about the trauma caused by racism, ways to eradicate all forms of racism, and learning about its own biases. The School Board further commits to fostering an equitable and inclusive environment for every student, staff member, parent, and community member.

**BE IT FURTHER RESOLVED** that the Salem-Keizer School District Board of Directors is fully committed to this resolution and will review, revise if appropriate, and reaffirm this resolution annually.



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Satya Chandragiri, Chairperson, Board of Directors  
Salem-Keizer Public Schools

September 22, 2020

Date