

Policy Statement- Ethnic and Cultural Diversity & Sexual Harassment (MARKUP)

The KHSAA recognizes the cultural diversity of its member school athletes, coaches, fans, and spectators. The Board of Control encourages each of its member schools to educate its participants and all parties involved in the sports program as to the need for a united approach to solving problems and the elimination of hate speech. "Hate Speech" or "Harassment" may be verbal, non-verbal, or physical acts during KHSAA sanctioned competitions. "Target" refers to the individual to which the hate speech is directed. "Offender" refers to the individual(s) who used hate speech. "Comment" refers to the hate speech or harassment that was used.

Prejudice or discrimination (including hate speech) within the athletic program based on race, color, religion, ancestry, age, national origin, disability, sex, sexual orientation, gender identity, pregnancy, marital or parental status, or United States military service that substantially interferes with a students' school performance or creates an intimidating, hostile, or offensive school environment cannot be tolerated.

This policy statement is designed to provide a consistent, rational framework for managing and dealing with situations at contests when hate speech is used. When contest officials witness hate speech or an act of harassment, the offender shall be penalized for unsportsmanlike conduct which shall be considered flagrant and thus result in the ejection of the violator(s). The Designated Representative of the school will meet directly with any ejected participant or coach after the contest and develop corrective action guidance during the period of suspension following the ejection.

The KHSAA encourages each of its schools to unite in this effort. The KHSAA member schools must have no tolerance for prejudice or discrimination (including hate speech) within the athletic program sexual harassment or discrimination based on race, color, religion, ancestry, age, national origin, disability, sex, sexual orientation, gender identity, or United States military service. If those acts are discovered during normal operations, all information shall be forwarded to the appropriate authorities.

Policy Statement- Ethnic and Cultural Diversity & Sexual Harassment (FINAL)

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