

I. INTRODUCTION

- (1) The Museum School (the “School”) is committed to the creation and sustainability of a community in which all members feel they belong, are respected and valued.
 - (A) The Museum School strives to cultivate a community in which diversity in all of its forms is embraced, appreciated and celebrated.
 - (B) The Museum School believes that this is the best way forward to ensure that we are living up to our mission, our core values, and providing the most equitable environment that will educate and serve the whole child, our parents, staff and community members.
- (2) In 2022, the “Protect Students First Act” (the “Act”) was signed into law by Governor Brian Kemp.
 - (A) Cited as O.C.G.A. 20-2-243.1, the Act prohibits various expressions of what it defines as “divisive concepts.”
 - (B) The prohibition applies to all Georgia public school educators, staff, administrators, and board members while acting in their official capacities.
 - (C) The Act requires that the State Board of Education, the 181 Georgia school districts, and over 2,000 public schools (including charters) implement a policy to implement this new prohibition.
 - (D) The policy requires training our staff, informing our community, and implementing a complaint procedure for situations when our parents or staff think the policy and law has been violated.
- (3) The Museum School remains steadfast in its commitment to diversity, equity, and inclusion while also following local, state, and federal laws and regulations.
- (4) Therefore, The Museum School’s Governing Board hereby implements the following policy in compliance with O.C.G.A. 20-2-243.1.

II. DEFINITIONS

- (1) ‘**Divisive concepts**’ means any of the following concepts, including views espousing such concepts:
 - (A) One race is inherently superior to another race;
 - (B) The United States of America is fundamentally racist;
 - (C) An individual, by virtue of his or her race, is inherently or consciously racist or oppressive toward individuals of other races;
 - (D) An individual should be discriminated against or receive adverse treatment solely or partly because of his other race;
 - (E) An individual's moral character is inherently determined by his or her race;
 - (F) An individual, solely by virtue of his or her race, bears individual responsibility for actions committed in the past by other individuals of the same race;
 - (G) An individual, solely by virtue of his or her race, should feel anguish, guilt, or any other form of psychological distress;

- (H) Performance-based advancement or the recognition and appreciation of character traits such as a hard work ethic are racist or have been advocated for by individuals of a particular race to oppress individuals of another race; or
 - (I) Any other form of race scapegoating or race stereotyping.
- (2) '**Espousing personal political beliefs**' means an individual, while performing official duties as part of his or her employment or engagement with a school or local school system, intentionally encouraging or attempting to persuade or indoctrinate a student, school community member, or other school personnel to agree with or advocate for such individual's personal beliefs concerning divisive concepts.
 - (3) '**Race scapegoating**' means assigning fault or blame to a race, or to an individual of a particular race because of his or her race. Such term includes, but is not limited to, any claim that an individual of a particular race, consciously and by virtue of his or her race, is inherently racist or is inherently inclined to oppress individuals of other races.
 - (4) '**Race stereotyping**' means ascribing character traits, values, moral or ethical codes, status, or beliefs to an individual because of his or her race.

III. REQUIREMENTS

- (1) The Museum School Governing Board, the Executive Director, and The Museum School shall prohibit employees from discriminating against students and other employees based on race.
- (2) The Museum School Governing Board, the Executive Director, and The Museum School shall ensure that curricula and training programs encourage employees and students to practice tolerance and mutual respect and to refrain from judging others based on race.
- (3) The Museum School Governing Board, the Executive Director, and The Museum School may provide curricula or training programs that foster learning and workplace environments where all students, employees, and school community members are respected; provided, however, that any curriculum, classroom instruction, or mandatory training program, whether delivered or facilitated by school personnel or a third party engaged by a school or local school system, shall not advocate for divisive concepts.
- (4) Nothing in this policy shall be construed or applied to:
 - (A) Inhibit or violate the rights protected by the Constitutions of Georgia and the United States of America or undermine intellectual freedom and free expression;
 - (B) Infringe upon the intellectual vitality of students and employees;
 - (C) Prohibit the Governing Board or The Museum School from promoting concepts such as tolerance, mutual respect, cultural sensitivity, or cultural competency; provided, however, that such efforts do not conflict with the requirements of this policy and applicable laws;
 - (D) Prohibit a school administrator, teacher, other school personnel, or an individual facilitating a training program from responding in a

professionally and academically appropriate manner and without espousing personal political beliefs to questions regarding specific divisive concepts raised by students, school community members, or participants in a training program;

- (E) Prohibit the discussion of divisive concepts, as part of a larger course of instruction, in a professionally and academically appropriate manner and without espousing personal political beliefs;
 - (F) Prohibit the full and rigorous implementation of curricula, or elements of a curriculum, that are required as part of advanced placement, international baccalaureate, or dual enrollment coursework; provided, however, that such implementation is done in a professionally and academically appropriate manner and without espousing personal political beliefs;
 - (G) Prohibit the use of curricula that addresses the topics of slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in racial oppression, segregation, and discrimination in a professionally and academically appropriate manner and without espousing personal political beliefs;
 - (H) Create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against the District, the School's Governing Board or The Museum School, or their departments, agencies, entities, officers, employees, agents, or any other personnel affiliated with the District or the Governing Board.
- (5) The Museum School Governing Board hereby adopts this Complaint Resolution Procedure (the "Procedure") to address complaints alleging violations of the requirements of this policy.
- (A) A response will be provided to a complaint made by:
 - (i) The parent of a student enrolled at the School;
 - (ii) A student who has reached the age of majority or is a lawfully emancipated minor and who is enrolled at the School where the alleged violation occurred; or
 - (iii) An individual employed as a school administrator, teacher, or other school personnel at the School.
 - (B) A web page shall be created and maintained by the School corresponding to this policy.
 - (i) The web page shall include information about this policy, the Procedure and/or instructions for complying with the requirements thereof, and a complaint submission form for the submission of written complaints. Individuals inquiring with the school regarding the Procedure, this policy, and any alleged violations thereof shall be directed by the school to this web page.
 - (ii) The web page shall be hosted at:
{www.themuseumschool.org/welcome/our-community/}.

- (C) The complaint shall provide a reasonably detailed description of the alleged violation and shall first be submitted in writing to the School using the complaint submission form found on the web page under II(4)(B) of this policy.
- (D) Complaint processing within the School:
 - (i) Within five (5) school days of receiving such written complaint, a school designee will review the complaint and take reasonable steps to investigate the allegations in the complaint;
 - (ii) Within ten (10) school days of receiving the complaint, unless another schedule is mutually agreed to by the complainant and the School, the school designee will confer with the complainant and inform the complainant whether a violation occurred, in whole or in part, and, if such a violation was found to have occurred, what remedial steps have been or will be taken; provided, however, that the confidentiality of student or personnel information shall not be violated; and
 - (iii) Following such conference, within three (3) school days of a request by the complainant, the school designee will provide to the complainant a written summary of the findings of the investigation and a statement of remedial measures, if any; provided, however, that such written response shall not disclose any confidential student or personnel information.
- (E) Review by the District and State:
 - (i) The complainant may seek review by the District by submitting a request for such a review in writing to the District.
 - (ii) Such review also shall be subject to further review by the Georgia Board of Education as provided in Code Section 20-2-1160.
 - (iii) In either case, the School shall furnish to the District or the State Board of Education, all documentation and other materials necessary for review provided, however, that confidential student or personnel matters shall not be subject to review.
 - (iv) The School shall comply with any and all remedial measures related to the complaint and required by the District or the State Board of Education, if any.
- (6) Any individual described in III(5)(A) above, shall have the right at any time, including prior to filing a complaint to request, in writing, from the District or the Museum School nonconfidential records which he or she reasonably believes may substantiate a complaint under this policy. Such records shall be produced for inspection within a reasonable amount of time not to exceed three (3) school days of receipt of the request. If some, but not all, of the records are available within three (3) school days, the records that are available shall be made available, and the requester shall be provided a description of the records which are unavailable and a timeline for when those records will be available. These

records shall be provided as soon as practicable, but in no case later than thirty (30) days after receipt of the request.

- (7) If a parent's request described in subsection (1) is denied or the records not produced within thirty (30) days, the parent may appeal the denial or failure to the Museum School Governing Board which must place the appeal on the agenda for the next public meeting. If it is too late for such appeal to appear on the next meeting's agenda, the appeal must be included on the agenda for the subsequent meeting. Similar appeals may be available through state and district policies and procedures, as governed by the state and district.