

## **From the Marple Newtown School District and its Board of Directors**

### **To the Marple Newtown School District Community:**

A number of you have expressed concern over anonymous social media posts which allege that the posters witnessed students of the Marple Newtown School District engage in racist behavior on unspecified dates during the posters' time as students of the Marple Newtown School District.

The law does not permit the District to disclose confidential student discipline information relating to any specific student.

However, the Board of School Directors of the Marple Newtown School District some time ago enacted strong and clear written policies that prohibit unlawful discrimination and harassment against Marple Newtown School District students (Policy 248 and Policy 248.1) and against Marple Newtown School District employees (Policy 348). These policies are readily accessible via the District's website. <https://go.boarddocs.com/pa/marp/Board.nsf/Public?open&id=policies>

The District, through its Administration, vigorously enforces these written policies. The Administration promptly, fully, and completely investigates any and all reported violations of these written policies and takes all appropriate action in response thereto. Enforcement of these written policies must also take into consideration the fact that the law protects certain exercises of free speech by students. In such instances, the District obtains the legal advice of its Solicitor and follows that advice.

In furtherance of the Marple Newtown School District's commitment to striving for an environment free from unlawful discrimination, the District has formed a District Equity and Diversity Committee, and an overview of the District-wide approach regarding issues of diversity, equity, and inclusion has been posted to the District's [website](#).

The District welcomes the input of the District's students, alumni, and parents regarding matters of diversity, equity, and inclusion. The District's social media accounts are not a means of official communication with the District on matters of diversity, equity, or inclusion, particularly in light of the potential for social media platforms to filter submitted contents and possibly impede receipt of communications by the District. Comments and questions regarding diversity, equity, and inclusion should be submitted by email to [mnsdequity@mnsd.org](mailto:mnsdequity@mnsd.org) to ensure receipt by the District.

Additionally, at its next public meeting, the Board of School Directors will vote on the following Resolution:

#### ***Resolution supporting the fostering of an anti-racist school climate by the Board of Directors of the Marple Newtown School District***

***WHEREAS, we are deeply saddened and outraged by violence against Black men and women, including the recent killings of George Floyd and others.***

***WHEREAS, we must recognize that racism and hate have no place in our schools and society. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address traces of racism and inequity that may still exist within our own school community.***

*WHEREAS, it is essential that we establish an expectation that a diversity of students, families, and community members, specifically those that feel that they have been ignored, discriminated against, and marginalized by society, are heard and included on substantive school and district issues.*

*WHEREAS, we strive to better educate ourselves and seek to educate the community through continuous professional development and opportunities for honest dialogue and listening sessions, through which we hope to build partnerships in the community focused on overcoming racism and other barriers. By doing so, we can create opportunities to ensure that each child has the tools and supports needed to thrive.*

*WHEREAS, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.*

***NOW, THEREFORE BE IT RESOLVED*** that the Marple Newtown School Board unequivocally stand firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. We commit to continue to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community. In support of this goal, the Marple Newtown School District has formed an Equity and Diversity Committee to facilitate a culture where diversity, equity, and inclusion are respected and intentionally valued.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

Signed,

\_\_\_\_\_  
Board President

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Board Secretary