

## **Reporting Policy Information From Birmingham Area School Systems & Private Schools**

**Alabama School of Fine Arts:** Per the ASFA Student Handbook: *“Any act or expression of hatred or intolerance toward individuals or groups” is a Class II Violation. Therefore, any prejudice against or hatred of Jewish people will not be tolerated. A Class II Violation has several consequences which are listed on page 12 of the [ASFA Student Handbook](#). Consequences could include up to 5 days of suspension and loss of privileges.”*

To report an incident of antisemitism, students or faculty should submit the report via email to Kim Strickland, Director of Student Support Services, [kstrickland@asfaschool.org](mailto:kstrickland@asfaschool.org), or Will Marble, Attendance and Conduct Manager [wmarble@asfaschool.org](mailto:wmarble@asfaschool.org). The report may also be made verbally to either of these two individuals.

**The Altamont School:** The Altamont School has an Honor Committee that addresses any violation of their non-discrimination policy.

**Non Discrimination Policy:** *The Altamont School admits students of any race, disability, color, creed, religious belief, sexual orientation, gender identity or expression, national or ethnic origin, or disability to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. The non-discrimination policy extends to the administration of its educational, admissions and financial aid policies, faculty and staff recruitment and hiring, and athletics and other school-administered programs and activities.*

Students can report an incident to a teacher, advisor, Division Head or directly to the Honor Committee. Reports can be made via email or in-person. There are three faculty members on the Honor Committee who address the reports. Parents can find the Family Handbook on the resource page of Altamont’s Blackbaud website.

**Homewood City Schools:** *“While we do not have specific language to an “antisemitic incident,” we certainly address and discipline any form of harassment, intimidation, bullying, threats, hazing, extortion, etc. by enforcement of the Code of Conduct disciplinary actions. All incidents should be reported to the school’s principal. [Homewood Code of Conduct](#)*

**Hoover City Schools:** *At Hoover City Schools, we address antisemitic incidents with the same level of seriousness as we do bullying. If a student encounters any form of antisemitism, whether verbal or otherwise, we adhere to our code of conduct. The consequences for such behavior may*

vary depending on the student's age, ranging from in-school suspension to alternative school placements through our Crossroads program.” [Hoover City Schools Code of Conduct](#)

Options for reporting in Hoover:

- QR Codes are placed throughout the school buildings, allowing students to use their smartphones to report incidents.
- [Hoover Online Bullying Form](#)
- Students can leave anonymous notes with their school counselors to report bullying, whether it's about another student or self-reporting.
- Students can report incidents to their teachers or any school board employee through verbal communication, email, phone, or other available means.

The direct contact persons to address such reports are the child's teacher, school counselor, or school administrator. If parents believe that antisemitic comments persist and require further attention, they should report the matter to Dr. Terry Lamar, Chief Administrative Officer, 205.439.1058 or [tlamar@hoover.k12.al.us](mailto:tlamar@hoover.k12.al.us)

**Highlands School:** Highlands School policy is covered on their [website](#) in the Student/Parent Handbook under the Harassment and Bullying section on the Resource Board of the Parent Portal. Students should report any incident to their teacher, counselor, or the Dean of Students.

**Indian Springs School:** *“Antisemitism has no place at Indian Springs and will not be tolerated. Students can report any incidents to the head of school, dean of students, school counselor, or any other trusted adult in our community. We also offer an anonymous reporting tool called “ethicspoint “ should a member of our student community prefer to keep their identity confidential. Our student handbook is available to all families and can be accessed in their Indian Springs portal. “*

**Jefferson County Schools:** *“The Jefferson County Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Jefferson County Board of Education Policy 6.23 establishes the procedures and the basis for reporting discrimination on the basis of race, sex, religion, national origin, or disability. To report, access the [Bullying Report Form- Jefferson County](#) posted on the district website under Public Information. These reports are submitted to the principal of the school where the incident occurs and can be hand delivered or mailed to the principal's office.*

**Mountain Brook Schools:** - Any incident of Antisemitism occurring on school campus or impacting a student's ability to feel safe and learn at school should be reported to the school administration (Principal and/or Assistant Principal). This can be communicated by:

- Phone Call/Meeting
- Email Mountain Brook Schools Reporting Line (via school website under Student and/or Parent Resources) - Login to ClassLink from any school's web page.
- Submitted via the [Bullying/Harassment Form](#) (found on the school website under Student and/or Parent Resources)

All administrators' contact information can be found on the school website and all administrators can be reached by calling the school's main number.

Any alleged incident of antisemitism will be fully investigated and handled according to the [Mountain Brook School's Code of Conduct](#).

*"Our primary goal is to keep every student safe so that they can learn and grow while they are a part of Mountain Brook Schools. While no incidents is our goal, the partnership between the school district and parents is critical to ensuring that any incident of antisemitism is met with accountability and education. "*

**Vestavia Hills:**

Vestavia Hills City Schools' policy addresses the prohibition of bullying and harassment, including definitions, behavior expectations, and consequences for violating the policy. Policy 6.24.3 specifically addresses protected populations.

Bullying, intimidation, violence or threats of violence are prohibited and will be subject to disciplinary consequences and/or sanctions if the perpetrator of such action is found to have based the prohibited action on one or more of the following personal characteristics of the student:

- Race
- Sex
- Religion
- National origin
- Disability
- Sexual orientation.

A person found to be a victim of violence, threats of violence, harassment, and intimidation for any reason, is protected under this policy. Protection is not confined to the six protected classes listed in the above paragraph.

**To report an incident:**

Vestavia Hills' reporting system can be accessed through the district and individual school

websites, through a QR code posted throughout the schools, and in the district's app. Tips can be anonymous. An online reporting form is also available [Student Support Services / Report Bullying or Harassment \(vhcs.us\)](#).

Primary contact to handle these reports is each school's principal. Jennifer Bailey ([baileyjg@vhcs.us](mailto:baileyjg@vhcs.us)) is the district contact for such incidents and assists principals with incidents as necessary.

[Student Support Services](#) and [Tip Line](#): this can be accessed from any of our school's main webpage, as well as from the main district page.

### **Federal:**

**The Department of Education's Office for Civil Rights (OCR);** Title VI as it applies to antisemitism. [Protecting Students from Discrimination Based on Shared Ancestry or Ethnic Characteristics](#) - Found at <https://www2.ed.gov/>

On college campuses, there are often also codes about hate speech and a culture of safety, and Jewish students must have access to the protections of school administrations in these cases, just as all students do. Students must have easily accessible and fair claims processes that can produce outcomes in reasonable time frames, and where the claimants don't have to fear retribution.

And if the school fails to respond appropriately, they may be in violation of federal civil right laws. The Federal Office of Civil Rights @edcivilrights at @usedgov is the place to send those claims, as it has the authority and responsibility to enforce those laws.

### **Reporting Antisemitism In All Facets of Society**

The American Jewish Committee website ([www.ajc.org](http://www.ajc.org)) contains great resources on how to report hate in your community, including their [concise guide to confronting and reporting antisemitism in all facets of society](#) -