



EQUITY AND CIVIL RIGHTS IN SCHOOL-SPONSORED ACTIVITIES CAMPAIGN

Our goal with this collaboration between the four groups, along with leading education groups in the state such as ODE, COSA, OSBA, OASC and others, is to raise awareness regarding our efforts to positively impact equity and civil rights in school-sponsored activities. We are also looking to provide resources and best practices to schools and communities in this area.

ARTICLE #1

DELINEATING EXPECTATIONS, RAISING AWARENESS, AND HOLDING SCHOOLS ACCOUNTABLE

Many of you are aware of HB 3409 that took effect September 1. This legislation prohibits school districts from being a member of or paying fees to an interscholastic organization (i.e., the Oregon School Activities Association) unless the organization implements policies that address the use of derogatory or inappropriate behavior that occurs at events; maintains a complaint process; develops a system of sanctions against schools, students, coaches, and spectators for verified complaints; and performs an annual survey of students and parents.

The leading education groups in the state are collaborating on this work and we remain focused on ensuring our students, parents, families, and communities feel safe and welcome at school-sponsored events. Collaboration across organizations is key to ensuring holistic consideration of, and planning for, all necessary actions, including policy and practice.

Together, we need to assess concerns as they arise and be prepared to respond when an incident occurs. The message that has been developed by the collaborative group is that equity and civil rights violations will not be tolerated in any form within the education system (in or out of school). This is especially true for our communities of color, tribal communities, and those who identify as LGBTQ+, who are most often the target of racism, discrimination, and bullying/intimidation. The OSAA has recently taken a number of steps to positively impact this work and the increased awareness and response from member schools has been outstanding.

Delineate Expectations

- Policy Changes by OSAA Executive Board
 - The Board made changes to Rule 3 – Contests – Sportsmanship – Crowd Control to strengthen policy around Sportsmanship Responsibility, Spectator Conduct, a Complaint Process, and Sportsmanship Violations/Penalties at their Summer Workshop in July.
- Fall Administrator Workshops
 - OSAA Staff spent a significant portion of this year’s required August workshops setting the tone for the school year with how we got to this point in our state, HB 3409 specifically, and resulting OSAA policy changes.
- Email to Superintendents, Principals, ADs
 - Peter Weber, OSAA Executive Director, emailed all member school Superintendents, Principals, and ADs as practices began in August regarding our focus on this work, including a new section on the OSAA website devoted to support and equity resources.

- Athletic/Activity Codes of Conduct Guidance
 - Collaborated with ODE to share their Guidance on Discriminatory Harassment and Bullying in Student Activities and Athletics at the required August workshops. This is recommended language for schools to adopt and add to their Activities/Athletics Code of Conduct for students, including aligning consequences for Alcohol and/or Drug offenses for violations.

- Procedures for Fall Sports Officials
 - At OSAA Commissioners Rules Clinics in August, and again in September via email to all registered Fall Sports Officials, the OSAA outlined the proper procedures for officials to follow in the event they become aware of derogatory and/or offensive language being used in a contest. Officials shall request that coaches address their teams at the time of notification to ensure that all participants understand the OSAA's zero-tolerance expectation, including derogatory and offensive terms used in conversation between members of the same team.

- Title IX/Discriminatory Harassment Webinar
 - OSAA Staff, along with an ODE Civil Rights Specialist, hosted a webinar for member schools in late September reviewing Title IX and Athletics with an emphasis on Discriminatory Harassment.

Raise Awareness

- New Support & Equity section on <http://www.osaa.org/equity>
 - Areas in this new section include Anti-Discrimination Resources, Title IX Information, OSAA Forms & Policies, Event Toolkits, and Sportsmanship. Resources have been continuously added since August to assist schools in their efforts.

- Required Pre-Contest PA Announcements
 - Consistent messaging across the state is critical in this effort and this required pre-contest announcement, sent out to schools in August, helps achieve that goal. Some schools have worked with local radio stations to record students reading the announcement, while others have used their video boards for a more visual message to increase awareness of expectations.

- Sportsmanship Statement on Rosters
 - In late August, the OSAA added a sportsmanship statement to the bottom of all team and contest rosters available through the OSAA website and in state championship digital programs.

- Custom Sportsmanship Flyers
 - Borrowing a concept from Stayton HS, the OSAA created custom sportsmanship flyers in October that are downloadable via the website for each school in every activity. The flyers include the school's logo and colors as part of reminders for how to support your athletes and coaches while staying off the officials and respecting your opponents.

- Presentations at COSA Conferences
 - OSAA Staff, along with our education partners around the state, have presented this collaborative work at conferences nearly every month since June, including the COSA Conference in Seaside, COSA Assistant Principals Conference in August, COSA Equity Summit in September, COSA Secondary Principals Conference in October and the OSBA Convention in November. We are slated to present at the COSA Law Conference this December as well.

- Coaches Symposium Professional Development
 - The 2nd Annual Coaches Symposium, held in August, featured a variety of topics that relate to this work. Nearly 200 coaches from around the state attended a day of presentations organized by the Oregon Athletic Coaches Association (OACA) and OSAA. Elliot Hopkins, NFHS Director of Sports, Sanctioning and Student Services, delivered the opening keynote address on Equity, Diversity and Inclusion: All of Us Together.

- OSAA Equity & Diversity Advisory Committee
 - In October, the Delegate Assembly ratified a change to the OSAA's Constitution adding a new Equity & Diversity Advisory Committee as a standing committee of the Association. The committee shall serve in an advisory capacity focusing on ways to engage and meet the needs of our member schools, students, and communities, particularly those from historically underrepresented populations, while applying an equity lens in all aspects of the Association's work.

Hold Schools Accountable

- Discriminatory Harassment Complaint Form
 - Per HB 3409, the OSAA has added a complaint form to the new Support & Equity section of the website. OSAA Staff reviews all complaints filed and contacts the involved schools to determine what took place and actions that schools have taken to address issues/concerns. Upon a ruling by the Executive Director or the Executive Board, a school may be subject to penalties, including probation, mandatory appearance before the Board, required plan of action, forfeitures, fines, lack of institutional control penalties, suspension of membership, or expulsion from the Association.

Future articles will outline the next steps in our collaborative effort, including an emphasis on marketing and communication of our efforts in order to spread the word and garner more resources/supports from corporate partners, ways to provide access to training for school and event personnel, and adding a student voice to the work ahead of us.

We thank you for your continued support and efforts in keeping Oregon high school activities a positive and encouraging environment for all.

Feedback/Questions

We welcome feedback and questions about this campaign and our collaborative efforts. Do you have examples that have proven effective at your school that we can share with other schools? Do you have specific challenges that you need help with? Please contact the OSAA office at (503) 682-6722.

Resources

1. [House Bill 3409 \(effective September 1, 2019\)](#)
2. [OSAA Rule 3 – Contests – Sportsmanship – Crowd Control](#)
3. [Guidance on Discriminatory Harassment and Bullying in Student Activities and Athletics](#)
4. [Title IX Webinars and Resources](#)
5. [OSAA Required Pre-Contest Public Address Announcement and Sportsmanship Reads](#)
6. [Custom Sportsmanship Flyers on OSAA Website](#)
7. [OSAA Equity & Diversity Advisory Committee](#)