

GLEN ROCK PUBLIC SCHOOLS

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Dear Parents and Guardians,

This morning it was reported that the “N-Word” was scratched into the stall of a boys bathroom in the science wing that is shared by both high school and middle school students. Building administration reacted immediately by reporting the incident to the Glen Rock Police Department. The bathroom is locked and custodial will remove the racial slur once the police report is completed and prior to students returning to school tomorrow.

Building administration will make every effort to identify the offender, including reviewing hallway video surveillance and speaking with students who may have seen this etching. In the meantime, we strongly encourage parents to take this time to discuss the harm that racial, sexual, and ethnic slurs have on individuals and the community. The Glen Rock Public Schools denounce the use of this word, as it symbolizes genocide, intolerance and hate.

Continuing with the collaborations from last school year, we are preparing for meetings and discussions with the *No Place For Hate Initiative*. Their missions are designed to create inclusive communities by promoting unity and respect and by empowering schools to reduce bullying, name-calling, and other expressions of bias. Any programs or initiatives developed from our collaboration will be shared with the school community.

The Glen Rock School District is further committed to providing a safe and secure environment for all of our students. One of the ways we try to accomplish that is to teach our students that diversity is to be celebrated and that inclusion of all students in our district is important. Unfortunately, we have experienced previous incidents of hate speech in both our middle and high school. While it is not a pervasive problem in our district, any incident of hate speech is unacceptable. All of our schools denounce hate speech and discrimination. To help educate students about issues of race and hate speech, the Black Student Union student organization started last year and will continue to run with a GRHS teacher as an advisor.

Throughout the year students are provided multiple opportunities to learn how to treat each other with respect. This month the district has and will celebrate Red Ribbon Week, the New Jersey

Department of Education's Week of Respect, and School Violence Awareness Week. District administrators have begun working with [CRAN](#), a local community group that works to overcome bias attitudes toward persons or groups based on race, color, religion, ethnicity, gender, sexual orientation, age, and/or disability status. Throughout K-12, Glen Rock teachers embed additional lessons in their classrooms to foster respect and teach our students the importance of acceptance.

Please review the following articles and have a discussion with your children so that we can keep the conversation going both at home and at school. We thank you for partnering with us to develop a caring and respectful student body and to ensure that all students feel safe and secure in our schools.

[Diversity Awareness](#)

[Beyond the Golden Rule: A Parent's Guide to Preventing and Responding to Prejudice](#)

[Discussing Hate and Violence with Children](#)

[Anti-Racism for Kids: An Age-by-Age Guide to Fighting Hate](#)

Sincerely,

A handwritten signature in cursive script that reads "Brett Charleston".

Brett Charleston, Ed.D
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