



January 27, 2020

Dear Saline Area Schools Community,

On Monday, January 27th it was brought to the attention of our staff and administration that offensive and inappropriate racist comments using derogatory terms about African Americans were posted on social media by Saline High School students. Administrators at Saline High School conducted a thorough investigation of the situation and determined that the incident represents an act of racism that created harm to all of our students, especially students of color. Hate, prejudice, and racism have no place in our schools or our community.

Our School and our District find the words used in these posts to be deplorable and we strongly denounce the actions and words of these students. The Saline Board of Education and administration take these issues seriously as we strive to ensure a welcoming, inclusive, and safe environment for all students, regardless of their race, ethnicity, socioeconomic status, gender identity, or any other identity. This is an opportunity for us - the staff, students, and community of Saline Area Schools - to stand for anti-racism, respect, and inclusion of all students.

In addition, we recognize that harm has been done to students of color in Saline who saw the post. Additional efforts must be made to repair the damage from this situation. Saline Area Schools, along with many districts across the nation, use a process known as restorative practices (or restorative justice), where in conjunction with clear discipline for infraction of school rules, we work with those who created the harm as well as those who were harmed to repair the damage.

Saline Area Schools is committed to creating and sustaining a culturally proficient and inclusive learning environment where EVERY member of the community is valued and respected. In addition to the above noted measures, our Diversity, Equity, and Inclusion Committee will continue to work on methods to help educate all students and staff regarding the ways that language and behavior can harm groups of people who have been historically marginalized.

The District will continue working to ensure that our schools provide a safe and inviting environment void of these types of despicable words and actions. Our staff will work diligently to ensure that this is the case for ALL of our students. For information about how to talk to your child(ren) about issues of race follow these links:

- [Teaching Tolerance: Speak Up!](#)
- [Beyond The Golden Rule](#)

Sincerely,

Scot Graden

Superintendent

Saline Area Schools