
Prohibition of Derogatory Native American Terms as School or Athletic Team Names, Mascots, or Nicknames

Policy 1-104

Scope:

The Governing Board is committed to promoting equity, inclusion, and respect for all communities. In compliance with the California Racial Mascots Act (AB 3074), the district prohibits the use of derogatory Native American terms as school or athletic team names, mascots, or nicknames to honor the diverse cultures and histories within our community.

Derogatory Native American Terms: Terms, symbols, or imagery that perpetuate stereotypes, cultural appropriation, or disrespect toward Native American communities, including their traditions, history, or identity. These terms include, but are not limited to, names such as Apaches, Big Reds, Braves, Chiefs, Chieftains, Chippewa, Comanches, Indians, Savages, Squaw, and Tribe. Additional terms may be identified by the Superintendent or designee as necessary to uphold this policy's purpose.

Purpose

The intent of this policy is to promote equity, inclusion, and respect for all communities. In compliance with the California Racial Mascots Act (AB 3074), the District prohibits the use of derogatory Native American terms as school or athletic team names, mascots, or nicknames to honor the diverse cultures and histories within our community.

Prohibitions:

1. Effective July 1, 2026, all schools in the District shall cease the use of any derogatory Native American term as a school or athletic team name, mascot, or nickname.
2. Schools may continue to use uniforms or other materials purchased before July 1, 2026, under the following conditions:
 - The school selects a new name, mascot, or nickname.
 - The school refrains from purchasing or acquiring uniforms, that include or bear the prohibited term.
 - However, uniforms with the prohibited term may be replaced up to 20% of the total number used during the 2025–26 school year to account for damage or loss until January 1, 2028.
 - The school refrains from purchasing or acquiring yearbooks, newspapers, programs, or other materials that include or bear the prohibited term in its logo or cover title.

- The school refrains from purchasing or constructing new or replacement fixtures, including marquees, signs, and gymnasium floors, that display the prohibited term. The school must remove the prohibited term no later than the next time it would be replaced in the normal course of maintenance.

Implementation:

1. **Transition Plan:**
Each school currently using a prohibited term shall develop a transition plan, approved by the Superintendent, that includes:
 - Selection of a new name, mascot, or nickname;
 - Timeline for phasing out the prohibited term in compliance with legislative requirements; and
 - Budget and timeline for updating materials and fixtures.
2. **Community Engagement:**
The District encourages input from students, parents, and community members in selecting a new name, mascot, or nickname.
3. **Exceptions:**
 - Schools operated by an Indian tribe or tribal organization are exempt from this policy.
 - Schools may continue to use a derogatory Native American term, as defined by the State of California, if written consent is obtained from a local federally recognized tribe.
4. **Uniform Complaint Procedures:**
Complaints regarding violations of this policy may be filed using the District's Uniform Complaint Procedures.

Compliance:

This District will ensure compliance with all state requirements, including:

1. Removal of prohibited names, mascots, and nicknames from all materials and fixtures no later than the next scheduled maintenance or replacement cycle.
2. Completion of all transitions before the 2028-2029 school year.

Accountability and Monitoring:

The Superintendent or designee shall oversee the implementation of this policy, ensuring adherence to timelines and legislative requirements. Regular updates will be provided to the Board regarding the status of compliance efforts.