

Letter to Employees

Dear Employees,

Los Angeles Unified embraces dignity, humanity, and respect for all cultures, races, and ethnicities. We are committed to all. We stand in solidarity with the United States and many other nations in repudiating the recent attacks in Israel. Our priority, as always, is maintaining a safe and welcoming school environment, and we will take appropriate and immediate action to respond to any and all threats to our learning communities.

The District is also committed to providing the resources necessary to help your school community cope effectively with events like these. We want to assure you that our schools are committed to helping students and their families navigate these challenging times that may give rise to **hate violence, antisemitism and islamophobia**.

Furthermore, we incorporate discussions about global conflicts, including the recent development in Israel, into our curriculum in an age-appropriate and sensitive manner. With these open discussions in safe places, we can empower our students to become informed global citizens.

Please see below for instructional and mental health resources.

School and District Staff Expectations

Employees should remain mindful of professional responsibilities and avoid imposing personal bias or political opinions, while creating learning environments that:

- Set ground rules, promote civility, and guide students in meaningful discussions and interactions.
- Create space for the expression of feelings.
- Demonstrate respect and validation of each person's feelings even if we don't share them.
- Utilize instructional time for grade level subject matter purposes.

Schools should adhere to the following guidelines:

- Students have a right to freedom of speech and may participate in free-speech activities, including political or religious speech, subject to reasonable time, manner, and place restrictions while on campus.
- Students may distribute literature reflective of their views and opinions.
- Students may assemble during non-instructional time to discuss their views and opinions.
- Students may participate in peaceful demonstrations during non-instructional time (e.g., staff-moderated conference session in a controlled environment).
- Students may exercise these rights as long as their speech, expression or conduct is not obscene, lewd, libelous or slanderous; does not incite students to

destroy property or inflict injury upon any person; or does not cause a substantial disruption to school operations.

Resources

[Psychological First Aid \(PFA\)](#) PFA is designed to reduce the initial distress caused by traumatic events and to foster short and long-term adaptive functioning. Racial trauma is defined as the mental and emotional injury caused by race-based traumatic incidents and other forms of violence towards African Americans and Black, Indigenous, and People of Color (BIPOC).

Children and youth may experience race-based traumatic incidents in various ways, including direct impact, indirect exposure, or through media outlets.

[Roadmap for Social Emotional Wellbeing and Academic Achievement](#) Our roadmaps were designed to support educators and parents/caregivers to help children build resilience. They offer ideas about how to promote social and emotional health and academic success.

[Tips for Parents and Educators](#) As parents and educators, you can protect your children by helping them understand media coverage while limiting their exposure to distressing images.

Reactions you might see and how you can help in, [Helping Youth after Community Trauma: Tips for Educators](#), a guide from the National Child Traumatic Stress Network.

Classroom Resources

The following are links to instructional resources and lessons.

- [Critical Practices for Anti-Bias Education](#)
- [Ethnic Studies Model Curriculum Chapter 4](#) Antisemitism and Jewish Middle Eastern Americans (Pg. 360) and an Introduction to Arab American Studies (Pg. 383).
- [Healing the Hate: A National Hate Prevention Curriculum for Middle Schools](#)
- [Teaching Materials on Antisemitism and Racism](#)

Additionally, this resource will help with having [courageous conversations](#) about identity, race, and current events.

Los Angeles Unified also offers lessons for secondary students on socio-emotional learning, and can be accessed [here](#) and strategies to [help students cope after a traumatic event](#).

[Employee Assistance Services for Education \(EASE\)](#) The Employee Assistance Service for Education Program (EASE) is now available to all Los Angeles Unified employees.

By calling the 24/7 EASE Hotline (1-800-882-1341), staff can get telehealth/in-person professional counseling services or referrals for issues such as grief, stress/anxiety, relationship problems, substance abuse, and personal finance.

[Student and Family Wellness Hotline](#) The Student and Family Wellness Hotline at (213) 241-3840 is available to families and staff, Monday through Friday, 8:00 a.m. to 4:30 p.m. District mental health staff are available to answer questions and provide resources.

For more immediate safety concerns, please contact the Los Angeles School Police Department at 213-625-6631. If you wish to report an incident anonymously, please use the Los Angeles Schools Anonymous Reporting (LASAR) mobile application. Employees, students and families can download the LASAR app by visiting the [Apple app store](#) or [Android app store](#) and searching, "Los Angeles Unified LASAR."

Should you require any further support, please do not hesitate to contact your Region office.

Region North: (818) 654-3600

Region South: (310) 354-3400

Region East: (323) 224-3100

Region West: (310) 914-2100

Alberto M. Carvalho
Superintendent