



Individual Freedom in Public Education

Merit Preparatory Academy

Purpose

The purpose of this policy is to ensure that all professional learning, administrative functions, displays and instructional curricular materials at Merit Preparatory Academy are consistent with the following constitutional principles of individual freedom as outlined in Utah Code § 53G-10-206.

Definitions

“Instructional personnel” means an individual whose function includes the provision of: (A) direct or indirect instructional services to students; (B) direct or indirect support in the learning process of students; or (C) direct or indirect delivery of instruction, training, coaching, and/or evaluation.

“Administrative personnel” includes state, LEA, or school superintendents, assistant superintendents, deputy superintendents, school principals, assistant principals, directors, executive directors, network directors, cabinet members, subject area directors, grant coordinators, specialty directors, career center directors, educational specialists, technology personnel, technology administrators, and others who perform management activities.

Policy

Merit Academy administrators, professional educators and staff will abide by and promote the following principles:

- I. All individuals are equal before the law and have unalienable rights:
 - A. No individual is inherently racist, sexist, or oppressive, whether consciously or unconsciously, solely by virtue of the individual's race, sex, or sexual orientation;

- B. No race is inherently superior or inferior to another race;
 - C. No person should be subject to discrimination or adverse treatment solely or partly on the basis of the individual's race, color, national origin, religion, disability, sex, or sexual orientation;
 - D. Meritocracy or character traits, including hard work ethic, are not racist, nor associated with or inconsistent with any racial or ethnic group; and
 - E. An individual, by virtue of the individual's race or sex, does not bear responsibility for actions that other members of the same race or sex committed in the past or present
- II. Nothing in this section prohibits instruction regarding race, color, national origin, religion, disability, or sex in a manner that is consistent with the principles described in Subsection I. (1-5)
- III. Merit Preparatory Academy administration, staff and instructional personnel may not:
- A. Attempt to persuade a student or instructional or administrative personnel to a point of view that is inconsistent with the principles described in Subsection I. (1-5);
 - B. Implement policies or programs, or allow instructional personnel or administrative personnel to implement policies or programs, with content that is inconsistent with the principles described in Subsection I. (1-5)

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