

## **Mission, Vision, Inclusion, Harassment, and Discrimination**

**At Cherry Creek Speech and Debate Tournaments, we embrace and support the mission of our school district, the vision of our school, the CHSAA Speech and Debate Inclusion Statement, and the NSDA Harassment and Discrimination Policy.**

### **Cherry Creek School District Mission**

At Cherry Creek Schools, our mission is to inspire every student to think, to learn, to achieve, to care.

### **Cherry Creek High School Vision**

As members of the Cherry Creek High School community, we value scholarship, leadership, and citizenship. We respect the dignity of all cultures and honor every individual's passion and chosen path toward success.

### **CHSAA Speech and Debate Inclusion Statement**

The CHSAA Speech and Debate community believes inclusion is vital to our community. We are committed to providing a safe and equitable learning and competitive environment that fosters a mindset of empathy, respect, and belonging for all involved in Speech and Debate, including, but not limited to students, coaches, judges and community members. We honor differences including races and cultures, genders and sexual orientations, abilities and aspirations, identities and affiliations, socioeconomics and worldviews. Embracing our diversity prepares our community to thrive. Individuals found to have violated this policy will be subject to the full range of sanctions, up to and including removal from the tournament premises.

### **National Speech & Debate Association Harassment and Discrimination Policy**

The National Speech & Debate Association is committed to providing its participants, judges, coaches, and staff the opportunity to pursue excellence in their endeavors. This opportunity can exist only when each member of our community is assured an atmosphere of mutual respect. The NSDA prohibits all forms of harassment and discrimination. Accordingly, all forms of harassment and discrimination, whether written or oral, based on race, color, religion, sex, gender identity or expression, sexual orientation, marital status, citizenship, national origin, age, disability, genetic information, or any other characteristic protected by any applicable federal, state, or local law are prohibited, whether committed by participants, judges, coaches, or observers. Individuals who are found to have violated this policy will be subject to the full range of sanctions, up to and including removal from the tournament premises.