HATE CRIME
A criminal act motivated by hate or bias on the basis of race, color, national origin, gender, gender identity, sexual orientation, religion, or disability.

HATE OR BIAS INCIDENT
A bias-based act of bullying, harassment, or intimidation that does not rise to the level of a crime.

UPSTANDER
A person who speaks up and stands for themselves or others to stop harm from taking place and to support people targeted for hate.

INCLUSIVE AND IDENTITY SAFE SCHOOLS
Schools where people of all backgrounds feel safe, respected, and valued.

Preventing Bullying, Intolerance, and Hate
An inclusive and identity safe school culture can prevent incidents and prepare a school to respond when bullying occurs.

Schools have experienced orchestrated actions promoted by national hate groups. Do not let this deter you.

What you can do:
- Help students find their voice and appreciate their own and peers’ backgrounds.
- Supervise hallways, routes to and from school and assure school is physically and emotionally safe. Have students map their school to identify where bullying takes place.
- Train all staff and students to prevent bullying and become upstanders.
- Make rules and expectations clear. Publicize reporting protocols.
- Provide classroom lessons to teach empathy and social and emotional learning (SEL) skills.
- Empower students to find solutions and organize events.
- Protect and support staff. Inform them about harassment policies.
- Invite parents and community leaders to support youth.

70% OF STUDENTS have witnessed bullying at school.

IF SOMEONE INTERVENES
the bullying stops within 10 SECONDS
—UCLA Psychology study

School leaders and educators can take the lead in standing up to hate and bullying. Prevent, address, and take ongoing action to eliminate bullying and intolerance and create an inclusive and identity safe school.

MORE THAN 1 OUT OF 5 STUDENTS report being bullied.

WHAT YOU CAN DO:
- Stand up to hate and report it.
- Educate your students.
- Implement anti-bias lessons in all subjects.
- Encourage bystanders and upstanders.
- Establish clear rules and expectations.
- Supervise hallways and classrooms.
- Make reporting and support staff.
- Promote diversity and inclusion.
- Support targets and their families.

Schools Standing Up to Hate
K-12 schools had the highest number of reported hate incidents in the weeks after the 2016 election, according to a report by Southern Poverty Law Center.

- In California, a student put nooses around the necks of students of color on Instagram.
- In Arizona, white students raised a Confederate flag in an assembly.
- In Massachusetts, a white student went around asking non-white peers, “are you legal?”
- In Washington, a middle school student blurted out “I hate Muslims” during class.
RESPOND QUICKLY to Hate, Bullying and Intolerance

Bullying, threats, racial slurs, and violence deeply affect students. Some incidents affect the entire school and can spread nationally via the press and social media. Hate incidents harm not only the persons targeted, but entire communities.

FOR INDIVIDUAL INCIDENTS

- Get targeted student(s) to safety.
- Assure school safety, following emergency protocols and discipline policies.
- Involve law enforcement if a hate crime occurs. Work with district’s legal department.
- Meet separately with involved parties and families.
- Conduct a full investigation.
- Support the target(s).
  - Listen, encourage, and provide counseling if needed.
  - Monitor to ensure safety and that bullying ceased.
  - Teach students to stand up for themselves.
- Initiate consequences and help students who bully transform.
  - Label the behavior (not the students).
  - Use restorative practices with opportunities for students to repair harm.
  - Work closely with their parents.
  - Do not humiliate or submit them to public shaming.
  - Provide social skills training and counseling.
- Hold involved bystanders accountable and give them skills to be upstanders.

FOR SCHOOL-WIDE INCIDENTS

- Be transparent, provide information and denounce the incident, indicating a full investigation is in process.
  - Meet with staff.
  - Address the student body.
  - Send a letter to the community.
  - Develop a press release with the District PR Department.
  - Prepare talking points for the media.
  - Dispel rumors and misinformation and provide updates.
- Support all students and keep them safe.
  - Assure safety of target and others who share the target’s background.
  - Make counselors available for anyone.
- Engage the wider community
  - Hold a facilitated town hall meeting to share efforts and listen to concerns. Include local organizations that support Latinos, African Americans, LGBTQs, Sikhs, Muslims, Jews, etc.
- After the Incident:
  - Debrief with staff
  - Develop a plan with ongoing activities and lessons to unify the student body.
  - Make a sustained commitment toward healing.

Ongoing Inclusive Action

Make a plan for transformation to an identity safe, accepting, and inclusive school.

- Continue Continue activities with ongoing equity-focused student and staff training on in-class bullying prevention.
- Initiate ongoing campus-wide awareness events:
  - Hold dialogues about differences.
  - Invite diverse speakers and experts to present stories and solutions.
  - Start a student-led Not In Our School (NIOS) Campaign including films and action steps.
- Partner with parents, civic, interfaith, and community groups for activities and funding.
  - Learn more:
    - 8449NOHATE.org 1-844-9-NO-HATE
    - NIOT.org/notinourschool

FOR MORE TIPS AND RESOURCES FOR ADMINISTRATORS GO TO: stophateaction.org