





This brochure is a collaboration between Not In Our Town and the Lawyers' Committee for Civil Rights Under Law. The Lawyers' Committee is a partner in Communities Against Hate, a national coalition of organizations working to document hate and demand action.



members to stand with you. Ask parents and community beer student action.

 Provide opportunities for peer to pe allies and upstanders.

I rain teachers to help students to understanding what's at stake.

· Assist teachers and staff in

TOGETHER **GNAT2** 

equitycenters/contacts.htmlance. www.ed.gov/programs/ Assistance Centers.

Department of Education Equity

Crisis Text Line: Text "HOME" to teenlineonline.org.

· Teen Bullying hotline:

 Local law enforcement. communitiesagainsthate.org. Report incidents:

> 1-844-9-NO-HATE. · 8449NOHATE.org,

SEEK HELP - You have options

posts before removing them. lake screenshots of social media moving it. Don't delete texts, emails. Take photos of graffiti without re-Preserve evidence.

DOCUMENT

**REACH OUT** 

 Document and report incidents. Engage your community. Support targets and their families.

intolerance, bullying, and end discrimination, model ways to School leaders can

> or bullying? intolerance, hate,

exberienced school Has your

#### **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** 

Intolerance,

An inclusive and identity safe

respond when bullying occurs.

orchestrated actions promoted

by national hate groups. Do not

incidents and prepare a school to

school culture can prevent

Schools have experienced

Bullying,

and Hate

let this deter you.

# **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.



-National Center for Educations Statistics Report 2016

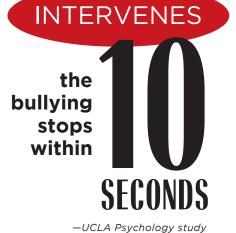
School leaders and educators can take the lead in standing up to hate and bullying. Prevent, address, and take ongoing action to eliminate bullying and intolerance and create an inclusive and identity safe school.



**OF STUDENTS** have witnessed bullving

IF SOMEONE

at school.



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.



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

## 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:
  - ➤ <u>8449NOHATE.org</u> 1-844-9-NO-HATE
  - > NIOT.org/notinourschool





