



# Schools Standing Up to Hate

STOP HATE PROJECT  
A Communities Against Hate Partner

Presented by  
Not In Our Town and the  
Lawyers' Committee for  
Civil Rights Under Law



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.



- Teen Bullying hotline: [teenlineonline.org](http://teenlineonline.org).
  - Crisis Text Line: Text "HOME" to 741741.
  - Department of Education Equity Assistance Centers: [www2.ed.gov/programs/equitycenters/contacts.html](http://www2.ed.gov/programs/equitycenters/contacts.html).
- STAND TOGETHER**
- Assist teachers and staff in understanding what's at stake.
  - Train teachers to help students to be allies and upstanders.
  - Provide opportunities for peer to peer student action.
  - Ask parents and community members to stand with you.

- REACH OUT**
- Support targets and their families.
  - Engage your community.
  - Document and report incidents.
- DOCUMENT**
- Preserve evidence.
  - Take photos of graffiti without removing it. Don't delete texts, emails.
  - Take screenshots of social media posts before removing them.
- SEEK HELP — You have options**
- 8449NONHATE.org, 1-844-9-NON-HATE.
  - Report incidents: [communitiesagainsthate.org](http://communitiesagainsthate.org).
  - Local law enforcement.

Has your school experienced hate, intolerance, or bullying?

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

## 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.

## 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.



## 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.

MORE THAN  
**1 OUT OF 5**  
STUDENTS  
report being bullied.  
*—National Center for Education 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.

**70%**  
OF STUDENTS  
have witnessed bullying  
at school.  
IF SOMEONE  
**INTERVENES**  
the  
bullying  
stops  
within  
**10**  
SECONDS  
*—UCLA Psychology study*



## 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](http://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:
    - [8449NOHATE.org](http://8449NOHATE.org) 1-844-9-NO-HATE
    - [NIOT.org/notinourschool](http://NIOT.org/notinourschool)

