Resource Guide: Addressing Issues of Hate, Bias, and Bullying in the School Environment

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U.S. Department of Justice, Community Relations Service

Region V

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Government Resources

StopBullyingNow.gov

StopBullyingNow.gov is an official U.S. government website managed by the Department of Health and Human Services in partnership with the Department of Education and the Department of Justice. The website provides extensive resources for teachers, students, and parents about bullying awareness, prevention, and intervention, and offers Tip Sheets for adults to aid in recognizing bullying problems and highlighting best practices that will allow individuals from many different backgrounds to support children who have been bullied, including children with disabilities and special needs.

http://www.stopbullying.gov

FindYouthInfo.gov

FindYouthInfo.gov is a U.S. government website created by the Interagency Working Group on Youth Programs (IWGYP), which is composed of representatives from 12 Federal agencies that support programs and services focusing on youth. The website includes facts, funding information, and directory of evidence-based programs whose purpose is to prevent or reduce delinquency and problematic behaviors in youth.

http://findyouthinfo.gov/

http://findyouthinfo.gov/program-directory

The U.S. Department of Education

The U.S. Department of Education has a large number of resources for students, educators, parents, and community members who are experiencing, witnessing, or affected by bullying. Listed below are some of these resources:

The Office of Safe and Drug Free Schools: The Office of Safe and Drug Free Schools is a component of the U.S. Department of Education that administers, coordinates, and recommends policy for improving the quality and excellence of programs and activities that are designed to accomplish the following:

- Provide financial assistance for drug and violence prevention activities as well as
 activities that promote the health and well-being of students in elementary,
 secondary schools, and institutions of higher education
- Participate in the formulation and development of educational program policy, legislative proposals, program regulations, and overall Administration policies related to violence and drug prevention;
- Participate in interagency committees, groups, and partnerships related to drug and violence prevention, coordinating with other Federal agencies on issues related to comprehensive school health education policy

• Participate with other Federal agencies in the development of a national research agenda for drug and violence prevention; and to administer the Department's programs related to character and civics education.

http://www2.ed.gov/about/offices/list/osdfs/index.html

Dear Colleague Letter: The U.S. Department of Education, Office for Civil Rights issued a Guidance Letter outlining schools' responsibilities to combat harassment and describing when harassment may violate federal civil rights laws enforced by the Office of Civil Rights. It describes schools' obligations to address harassment on the basis of race, national origin, sex, gender, and disability.

http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf

Protecting Students from Harassment and Hate Crime: A Guide for Schools:

Protecting Students from Harassment and Hate Crime: A Guide for Schools is a guide provided by the U.S. Department of Education, Office for Civil Rights, and the National Association of Attorneys General. The guide is a source of information that schools and school districts may utilize when dealing with the fundamental problem of hate crimes and ensuring students have a safe environment that is conducive to learning and affords all students an equal opportunity to achieve high educational standards.

http://www2.ed.gov/offices/OCR/archives/Harassment/harassment.pdf

Sexual Harassment: It's Not Academic

The U.S. Department of Education, Office for Civil Rights created a pamphlet for students, parents, school administrators, and school employees titled Sexual Harassment: *It's Not Academic*. The pamphlet contains information on preventing and responding to sexual harassment and how to recognize and address sexual harassment under *Title IX* as it is interpreted by the Office for Civil Rights.

http://www2.ed.gov/about/offices/list/ocr/docs/ocrshpam.html

Preventing Youth Hate Crime: A Manual for Schools and Communities

Preventing Youth Hate Crime: A Manual for Schools and Communities is a publication by the U.S. Department of Education that provides an understanding of the nature of hate crimes, explains the extent of the hate crime problem, and reviews seven necessary elements of effective school-based hate crime prevention programs.

http://www2.ed.gov/pubs/HateCrime/page1.html

U.S. Department of Justice

The U.S. Department of Justice is the department of the Federal government created "To enforce the law and defend the interests of the United States according to the law; to ensure public safety

against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to see just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans." The Department of Justice has several components that work with and provide resources to communities and schools experiencing bullying, including the following:

The Community Relations Service: Known as the Department of Justice's "peacemaker," the Community Relations Service (CRS) is a Federal agency that was created by the Civil Rights Act of 1964 and assists State and local units of government, private and public organizations, and community groups in preventing and resolving racial and ethnic tensions, incidents, and civil disorders. With the implementation of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act in 2009, CRS' mandate was expanded to assist communities prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability. Because students, teachers, and school administrators are a part of the community, when tension or hate activity occurs within it, it may be important to address these issues inside and outside of school. CRS aims to create a problem-solving infrastructure within communities so that they develop capacity at the local level to address conflict and minimize tension in the future. http://www.justice.gov/crs

CRS SPIRIT Program: The Student Problem Identification and Resolution of Issues Together (SPIRIT) is a program of the U.S. Department of Justice's Community Relations Service that utilizes the principles of mediation and problem solving to address conflicts and minimize tension based on race, color, and national origin in schools. SPIRIT may also be used to work with school communities in preventing and responding to alleged violent hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability. The program utilizes natural leaders within the student body to teach students, teachers, administrators, and parents how to identify and solve problems. It also aids communities in establishing a proactive model for collaborative problem solving in the future and can help students, teachers, and other community members create a culture of understanding and respect in school.

The Office of Justice Programs, Office of Juvenile Justice and Delinquency Prevention

The Office of Justice Programs, Office of Juvenile Justice and Delinquency Prevention (OJJDP) "provides national leadership, coordination, and resources to prevent and

respond to juvenile delinquency and victimization." OJJDP offers support for communities and states in their efforts to create and implement "effective and coordinated prevention and intervention programs and to improve the juvenile justice system so that it protects public safety, holds offenders accountable, and provides treatment and rehabilitative services tailored to the needs of juveniles and their families." OJJDP offers several resources for combating bullying. http://www.ojp.usdoj.gov/

The Office of Community Oriented Policing Services: The Office of Community Oriented Policing Services (COPS) is a component of the U.S. Department of Justice that advances the practice of community policing in America's state, local, and tribal enforcement agencies. COPS principally operates by sharing information and making grants to police departments around the United States. In addition, COPS offers several publications or guides that contain information about bullying.

Guide to Using School COP to Address Student Discipline Problems: This guide is designed to help school administrators, police officers assigned to a school, and non-sworn school security staff to reduce student discipline and crime problems using the application School Crime Operations Package, or School COP. School COP is designed to enable educators and school administrators to record and store detailed information about incidents involving student misconduct and crime.

http://www.schoolcopsoftware.com/schoolcop_guide.pdf

Because Things Happen Every Day: Responding to Teenage Victims of

Crime: Because Things Happen Every Day: Responding to Teenage Victims of Crime is a discussion guide and companion 20-minute video designed to foster a greater understanding of the impact of crime and violence on teens and the obstacles teens face in seeking help. The video and guide feature two innovative programs that strive to reach out and respond to teen victims.

http://www.cops.usdoj.gov/files/ric/Publications/teenvguide_ncvc.pdf

Bullying in Schools: *Bullying in Schools* is a booklet that describes the problem of bullying in schools, including the definition, scope, behavior, and consequences. It also provides guidance to understanding local bullying problems and measures the effectiveness of anti-bullying programs. http://www.cops.usdoj.gov/files/ric/publications/e07063414-guide.pdf

National Crime Prevention Council: Be Safe and Sound in School

In collaboration with the Bureau of Justice Assistance, Department of Justice, the NCPC launched the *Be Safe and Sound in School Program (B3S)*. It engages with and educates parents, students, school administrators, law enforcement, and community members about developing safer schools. The comprehensive approach involves evaluating "cultural and social variables such as bullying, violence, and vandalism that may promote an unsafe environment."

http://www.ncpc.org/programs/be-safe-and-sound-campaign

The White House

The President and First Lady gave remarks at the White House Conference on Bullying Prevention about the importance of creating safe environments for school-aged children and their gratefulness toward current efforts toward accomplishing this goal.

http://www.whitehouse.gov/the-press-office/2011/03/10/remarks-president-and-first-lady-whitehouse-conference-bullying-prevent

President Obama, Vice President Biden, and White House staff recorded video messages to give hope and support to young people who are being bullied or harassed because of their actual or perceived sexual orientation or gender identity. Their videos, along with thousands of others, contribute to the nationwide *It Gets Better Project* (see page 9) http://www.whitehouse.gov/issues/civil-rights/it-gets-better

STRYVE

STRYVE is a national initiative led by the Center for Disease Control and Prevention (CDC), which takes a public health approach to preventing youth violence before it starts. To support this effort, STRYVE Online provides communities with the knowledge and resources to be successful in preventing youth violence. Resources include access to the latest information and tools, effective strategies based on the best available evidence, training and technical assistance, online community workspaces, and connections to other communities.

http://www.vetoviolence.org/stryve/

Disability.gov

Disability.gov is a Federal website that contains disability-related resources on programs, services, laws, and regulations to help people with disabilities lead full and independent lives. It provides critical information on a variety of topics, including benefits, civil rights, community life, education, emergency preparedness, employment, housing, health, technology, and transportation.

https://www.disability.gov/

Center for Substance Abuse Prevention Online Course: the ABC's of Bullying: Addressing, Blocking, and Curbing School Aggression

The U.S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration Center for Substance Abuse Prevention created an online course that examines the causes and effects of bullying, explores legal and ethical issues surrounding bullying, and provides prevention techniques and treatment options. http://pathwayscourses.samhsa.gov/bully/bully_intro_pg1.htm

National Center for Mental Health Promotion and Youth Violence Prevention

The National Center for Mental Health Promotion and Youth Violence Prevention offers training and technical assistance to Safe Schools/Healthy Students and Project Launch grantees funded by the U.S. Department of Education and Justice and Substance Abuse and Mental Health Services Administration (SAMHSA) in the U.S. Department of Health and Human Services. Staff members "work with school districts and communities as they plan, implement, and sustain initiatives that foster resilience, promote mental health, and prevent youth violence and mental and behavioral disorders."

http://www.promoteprevent.org

Preventing Bullying in Schools and the Community: The *Preventing Bullying in Schools and the Community* fact sheet is designed to help schools and other agencies take steps toward preventing bullying and reducing its personal and social costs. The sheet discusses victims and perpetrators of bullying, consequences of bullying, and the roles of schools and mental and public health professionals in bullying prevention. http://www.promoteprevent.org/publications/prevention-briefs/preventing-bullying-schools-and-community

Equity Assistance Centers

The Department of Education, Office of School Support and Technology Programs provides funding for ten Equity Assistance Centers under Title IV of the 1964 Civil Rights Act. The centers provide "technical assistance and training, at the request of school boards and other responsible governmental agencies, on issues related to equity in education to ensure that all children, regardless of race, gender, or national origin, have equal access to quality education and the opportunity to develop high academic standards in reading, math and other core subject areas." The centers routinely engage in "disseminating information on successful education practices and legal requirements related to nondiscrimination on the basis of race, sex, and national origin in educational programs; training designed to develop educators' skills in specific areas such as identification and selection of appropriate educational programs to meet the needs of limited English proficient students; and instructing school officials on how to prevent sexual harassment and combat biases."

http://www2.ed.gov/programs/equitycenters/index.html

Organizational Resources

The Human Rights Campaign: Welcoming Schools

The Human Rights Campaign is the largest civil rights organization striving to achieve equality for LGBTQ Americans. In order to combat bullying of LGBTQ youth, the HRC developed *Welcoming Schools*, an innovative program that gives elementary school teachers, parents, and students the tools to help stop and prevent bullying, gender stereo-typing, and name-calling. It teaches youth tolerance and respect early on in an effort to prevent violence later.

http://www.hrc.org/issues/pages/schools The National Center for Victims of Crime

The National Center for Victims of Crime is a national organization that works with grassroots organizations and criminal justice agencies throughout the United States serving millions of crime victims. The Center provides direct services and resources to victims of crime across the country and delivers training and technical assistance to victim service organizations, counselors, attorneys, criminal justice agencies, and allied professionals serving victims of crime. http://www.ncvc.org

The Anti-Defamation League

The Anti-Defamation League (ADL) is an international organization that "fights anti-Semitism and all forms of bigotry, defends democratic ideals, and protects civil rights for all." ADL develops anti-bullying and anti-cyber bullying training, curriculums, and resources for teens, school educators, youth providers, and adult family members. In addition, ADL provides the tools and resources to assist people in taking action to prevent and respond to bullying and cyberbullying.

http://www.adl.org/combatbullying

The United Sikhs

The United Sikhs is a non-profit, international organization, created to "transform underprivileged and minority communities and individuals into informed and vibrant members of society through civic, educational, and personal development programs, by fostering participation in social and economic activity." The United Sikhs are developing a Bullying Prevention Initiative that will consist of a video containing national statistics, discussions with children who have experienced bullying, and interviews with experts on the prevalence of bullying in the Sikh community. The video will also include case studies and examples of cyberbullying, as well as interviews with school counselors and mental health professionals on the causes, implications, and consequences of bullying. In addition, the United Sikhs are considering creating a blog about the Bullying Prevention Initiatives. United Sikhs are also exploring

creating a program that could serve as a platform for including other organizations that work to address bullying against children on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability. http://www.unitedsikhs.org/index.php

The National Association of Youth Courts

The National Association of Youth Courts serves as a "central point of contact for youth programs across the nation, delivering training and technical assistance and developing resource materials on how to enhance the operations of some 1500 youth court programs in the United States to help initiate programs where they do not yet exist. Youth courts try to instill in youth "a respect for the rule of law, help develop positive citizenship attitudes, encourage civil engagement, and promote educational success through a diversity of service learning opportunities, strategies and activities." Youth courts utilize peer-driven sentencing that gives first time offenders the opportunity to take responsibility and make restitution for their actions. http://www.youthcourt.net

Big Brothers, Big Sisters

Big Brothers, Big Sisters is the nation's largest volunteer-supported mentoring network. The organization develops initiatives that help foster strong relationships and support systems for children through school and community-based programs and can help combat episodes and consequences of bullying.

http://www.bbbs.org/site/c.9iILI3NGKhK6F/b.5962335/k.BE16/Home.htm

Teaching Tolerance

The Teaching Tolerance Program is a project of the Southern Poverty Law Center that strives to "foster school environments that are inclusive and nurturing- classrooms where equality and justice are not just taught, but lived." The Program produces a *Teaching Tolerance* magazine twice a year that is available free of charge to teachers and school officials. Interested individuals can subscribe on the Teaching Tolerance website. In addition, the website has numerous resources for combating bullying, including those listed below:

Bullying: Guidelines for Teachers: The tips on this guideline tell educators how they can appropriately intervene when bullying occurs in their schools in their schools. http://www.tolerance.org/activity/bullying-guidelines-teachers

Bullying: Tips for Students: This checklist provides suggestions for what youth can do when bullying occurs in their schools and communities. The list was written for students who have experienced bullying, witnessed bullying, or were bullied other students. http://www.tolerance.org/activity/bullying-tips-students

Stand Up!: This activity aims to remind students that no one deserves to be bullied and everyone has a responsibility to report unkind acts.

http://www.tolerance.org/activity/stand

Peer Exclusion: This web-based curriculum assists in counteracting gender bullying in early grades.

http://www.tolerance.org/activity/peer-exclusion

Bullied: A Student, a School, and a Case that Made History: This is a documentary film that follows one student's harassment by anti-gay bullies. http://www.tolerance.org/bullied

Starting Small Teaching Kit: This teaching kit profiles several classrooms in which teachers help young children practice respect, fairness, and tolerance. http://www.tolerance.org/kit/starting-small

The Gay Lesbian and Straight Education Network

The Gay Lesbian and Straight Education Network (GLSEN) is a national organization that provides resources and support for schools to implement effective and age-appropriate antibullying programs to improve school climates for all students. While many schools show a willingness to address bullying generally, effective efforts must address the pervasive issue of anti-LGBTQ bullying as a crucial element of the problem.

http://www.glsen.org

It Gets Better

The *It Gets Better* project is a worldwide movement created to show young LGBTQ individuals the levels of happiness, potential, and positivity their lives can reach. It strives to remind teenagers in the LGBTQ community that they are not alone and has created a website to display supportive videos from individuals, including political figures and celebrities, as well as lists of resources.

http://www.itgetsbetter.org

The Trevor Project

The Trevor Project is a national organization focused on crisis and suicide prevention efforts among LGBTQ youth. The organization is determined to end suicide among LGBTQ youth by providing life-saving and life-affirming resources, including a nationwide 24/7 crisis intervention lifeline, digital community, and advocacy/educational programming for creating a safe, supportive, and positive environment for everyone.

http://www.thetrevorproject.org

Parents, Families and Friends of Lesbians and Gays

Parents, Families and Friends of Lesbians and Gays (PFLAG) is a national non-profit organization with over 200,000 members and supporters and over 500 affiliates in the United States. PFLAG promotes the health and well-being of lesbian, gay, bisexual, and transgender individuals, their families, and their friends through *support*, to cope with an adverse society; *education*, to enlighten an ill-formed public; and *advocacy*, to end discrimination and to secure equal civil rights.

http://www.pflag.org

BornLikeThis.org

BornLikeThis.org is a new website created by LGBTQ youth and for LGBTQ youth to provide support and resources and to promote awareness of LGBTQ bullying and teen suicide. http://bornlikethis.org

PACER Center

PACER Center is a "parent training and information center" for families of children with special needs. One of PACER Center's projects is the *National Bullying Prevention Center*, which unites, engages, and educates communities nationwide to address bullying through creative, relevant, and interactive resources, including activities for schools and parents. http://www.pacer.org/bullying.

In addition, PACER Center has created a website for younger children entitled *Kids gainst Bullying* as well as a webpage for teenagers entitled *Teens Against Bullying*.

 $\underline{http://www.pacerkidsagainst bullying.org}$

http://www.pacerteensagainstbullying.org

Let's Get Real

Let's Get Real is a video produced and distributed by New Day Films, a filmmaker-run distribution company that provides films to educators. The film features students who have been the targets of a wide range of harassment and bullying, students who have been bullies, and students who have intervened on another student's behalf.

http://www.newday.com/films/LetsGetReal.html

Walk a Mile in Their Shoes: Bullying and the Child with Special Needs

Walk a Mile in Their Shoes: Bullying and the Child with Special Needs is a report and guide from AbilityPath.org, an online community for professionals and parents of children with disabilities, that addresses the problem of bullying and children with special needs. The 65-page report includes statistics, signs of bullying, testimonials, anti-bullying programs and resources, and discussions of cyber bullying and an individual's legal rights.

http://www.abilitypath.org/areas-of-development/learning--schools/bullying/articles/walk-amile-in-their-shoes.pdf

Search Institute

Search Institute partners with worldwide organizations to promote children's success in communities by decreasing risk behaviors and other barriers. They provide survey tools for data gathering; resources, materials and advice regarding developmental assets; trainings and staff development for conference organizers, educators, program staff, parents, and community members; and resources geared specifically for parents.

http://www.search-institute.org/

PeaceJam: Change Starts Here

PeaceJam promotes an international education perspective through programming that "includes curricular activities that enhance both the academic and social-emotional skills of participating youth, fostering the essential character traits necessary to create positive change in world." The organization is also accessible through regional affiliate and chapter offices. http://www.peacejam.org/education/PeaceJam-Programs.aspx

National Alliance for Safe Schools

This nonprofit organization offers services, workshops, and resources, including a book and CD-ROM entitled *Making Schools Safe for Students*. Services involve training, school security assessments, and technical assistance programs, while workshops teach skills for *Creating a Pro-Active Safety Plan*, *Keeping Our Schools Safe: An Ongoing Process*, *School Survival 101*, and *S.A.F.E.* (*Schools Against Fearful Environments*) *Team Training*, http://www.safeschools.org/

Safe Schools Coalition

Safe Schools Coalition aims "to reduce bias-based bullying and violence in schools and to help schools better meet the needs of sexual minority youth and children with sexual minority parents/guardians locally, nationally, and internationally." It offers resources to schools, seeks to raise community awareness, provides training for educators, and conducts related research. http://www.safeschoolscoalition.org/

Committee for Children

Committee for Children is a nonprofit organization that focuses on "social and emotional development, safety, and well-being of children through education and advocacy." It connects schools with research-based learning materials, including information on bullying and steps adults can take to prevent it.

http://www.cfchildren.org/

Olweus Bullying Prevention Program

Based on thirty-five years of research, the OBPP focuses on improving peer relations through both bullying reduction and bullying prevention. It is primarily geared toward elementary and junior high schools, but can be adapted for high schools as well. The approach introduces longer-term and system-wide elements, including School Level, Classroom Level, Individual Level, and Community Level components.

http://www.violencepreventionworks.org/public/olweus_bullying_prevention_program.page

Additional Resources

Local or State Commissions on Human Relations

Local or State Commissions on Human Relations can offer teachers in-service training designed for schools that are experiencing bullying or hate incidents. In addition, the commissions can offer these services as a team with other local or state service support agencies or law enforcement. The programs address a variety of issues related to inter-group relations and increased incidents of hate.

Respect Pledges

Schools may want to consider working with students to develop Respect Pledges or Anti-Bullying Policies. Examples of pledge components include the following:

- I will quit laughing when other people are put down.
- I will stop telling discriminatory, biased, harassing, and bigoted jokes.
- When someone else tells this type of joke, I will speak up and say "Not around me."
- This school year, I promise to go out of my way to get to know three people who I believe to be different from me.
- I will not engage in cyber-bullying or other electronic harassment.

When the faculty approves the policy and students sign the pledge, they receive label buttons that say: "I took the *Not around Me* Pledge," "I took the Respect Pledge," and/or "Bias-Free Zone."

Suicide Concerns

When you have concerns about suicide, contact health professionals in the school and community immediately. This list does not address these concerns, but resources that may also address issues of bullying and harassment include hotlines and web programs such as *The Trevor Project*, a 24-hour hotline for gay and questioning youth, available at 866-4-U-Trevor (488-7386), and the National Suicide Prevention Lifeline, available at 800-273-TALK (8255).