



EQUITY, INCLUSION, HUMAN RIGHTS = POSITIVE SAFE SPACES



HANDLING ALL FORMS OF HALLWAY HARASSMENT

Stop all forms of harassment immediately! Repeated harassment of any kind...

- violates everyone's human right to live, work, play and learn without fear
- creates a climate of fear, stress, worry and intimidating silence
- if ignored, may be interpreted as approval
- if unchecked, tends to increase, often with fatal results
- is a chargeable offence

STOP the harassment or hurtful behaviour

- Interrupt hurtful behaviour or comments. Make it clear *Harassment Is Never Okay!*
- Make sure everyone in the area hears you. You want everyone – all youth and adults nearby – to know that *all* people are safe, and have a right to feel safe in this school at all times.
- Do *NOT* pull the student aside for a confidential discussion. **STOPPING** the harassment should be as public as the harassment has been.

IDENTIFY the harassment. NAME the hurtful behaviour.

- Use age- and developmentally-appropriate language. Refrain from sarcasm!
- Label the behaviour: *"You just putdown that person based on your view of (sexual orientation, sex, ethno-cultural/racial diversity, physical appearance, age, health status, ability, gender identity & expression, etc.)* OR – *"You just shoved that person."*
- Spotlight the behaviour. Do *NOT* say anything to imply that the person being harassed belongs to the group just named. Everyone needs to understand that what was said or done is unacceptable.

EXPLAIN why the behaviour is hurtful and prohibited.

- Identify the offence and its impact: *"Homophobic (racist, sexist etc) name-calling is hurtful to everyone who hears it. At this school, we respect everyone. We are all responsible for the impact of our words/behaviours."*

ASK for a change in future behaviour.

- Personalize the response: *"Chris, please think about what you say. Your school community expects you to stop using this kind of hurtful language/behaviour."* Or: *"We all have a right to feel safe, including you. This school community expects you to treat everyone with respect."*
- Quietly check in with and re-assure the person who was harassed: *"Are you OK? Do you want to talk with me or someone else? Please let me know if this happens again, and I will take further action. Everyone has the right to be, and feel safe, every day, all day. What happened to you was totally unacceptable. You and your safety are very important to all of us."*