



How to Handle Discrimination and Harassment in 3 Minutes

As educators we maintain a safe, accepting and inclusive environment by explicitly stopping hate and discrimination as it occurs. Harassment is a form of discrimination — it is unwanted physical or verbal behavior that intends to offend or humiliate. Harassment occurs when someone makes unwelcome actions, remarks or jokes about one's race, religion, sex, age, disability or any other of the 11 grounds of discrimination. Harassment hurts the person targeted, the witnesses, and the person doing the harassing. It is imperative to act right away. Do not let harassment — verbal or physical — go on for even a minute.

Make it clear that
Harassment Is Never Okay!

STEP 1: STOP the harassment or hurtful behaviour

- Interrupt the hurtful behaviour and comment in a firm and fair tone of voice.
- Make sure everyone in the vicinity can hear you. You want everyone — all the youth and adults nearby — to know that all people are safe in this place.
- Do NOT pull the person aside for a confidential discussion — stopping the harassment should be as public as the harassment has been. Following up privately after you have addressed the incident is a good next step to help repair relational harm and ensure continued learning.

STEP 2: IDENTIFY the harassment and NAME the hurtful behaviour

- Label the behaviour: “You just put someone down based on perceived (sex, race/ethnicity, sexual orientation, gender identity or expression, age, health status, etc.)” or, “You just made an anti-muslim racist/islamophobic comment.”
- Put the spotlight on 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.

STEP 3: EXPLAIN why the behaviour is hurtful and prohibited

- Identify the offense and its consequences: “Anti-Muslim Racist/ Islamophobic name calling is hurtful to everyone who hears it. At this school, we respect everyone and are responsible for the impact of our words/behaviours.”

STEP 4: ASK for a change in future behaviour

- Personalize the response: “Chris, please think about what you say. This language isn't what we would have expected of you or anyone else in this school.”
- Quietly, check in with and reassure the person who was harassed: “Are you okay? 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 should feel safe and be safe here. What happened was totally unacceptable, and you are very important to all of us.”

CARING

COOPERATIVE

HONEST

INCLUSIVE

RESPECTFUL

RESPONSIBLE