

How to Handle Harassment in the Hallways in 3 Minutes!

1. Stop the Harassment

- Interrupt the comment/halt the physical harassment.
- Do not pull students aside for confidentiality unless absolutely necessary.
- Make sure all the students in the area hear your comments.

It is important that all students, whether onlookers, potential victims, or potential harassers, get the message that students are safe and protected in this school.

2. Identify the Harassment

- Label the form of harassment: "That was a harassing comment/put-down based upon race" (religion, ethnicity, abilities, gender, age, sexual orientation, economic status, size, etc.).
- Do not imply that the victim is a member of that identifiable group.

A major goal is to take the "spotlight" off the victim and the harasser and turn the focus to the behavior. Students should realize what was said, regardless of what was meant (e.g., kidding).

3. Broaden the Response

- Do not personalize your response at this stage: "We at this school do not harass people." "Our community does not appreciate hateful/thoughtless behavior."
- Re-identify the offensive behavior: "This name-calling can also be hurtful to others who overhear it."

"We don't do put-downs at this school" specifically includes those listening, as well as the school community in general.

Even if they were "only kidding," harassers must realize the possible ramifications of their actions.

4. Ask for Change in Future Behavior

- _ Personalize the response: "Chris, please pause and think before you act."

Now turn the "spotlight" on the harasser specifically, asking for accountability.

5. Check in with the target at this time

- _ Focus on the student who is the target: "If this continues, please tell me and I will take further action. We want everyone to be safe at this school."

Again, be sure not to treat the victim like a helpless victim or a member of any target group. Rather, plainly give him/her this responsibility on behalf of others.