RESOURCES FOR ADDRESSING HARASSMENT IN MAINE SCHOOLS
November 2016

FOR ADULT ALLIES

Maine Civil Rights Team Project
There are over 150 Civil Rights Teams at elementary, middle, and high schools across Maine, and their mission is to provide youth-directed programming about bias-based harassment in their schools. CRTP also provides staff training and can assist schools with bias-based incident response.
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Maine Bullying & Cyberbullying Law
This law can be helpful in documentation, policy writing, and ensuring school accountability for appropriate response to incidents, and is written to include a range of non-punitive and restorative options for handling specific incidents. The law lists the protected categories of "actual or perceived race; color; religion; national origin; ancestry or ethnicity; sexual orientation; socioeconomic status; age; physical, mental, emotional or learning disability; gender; gender identity and expression; physical appearance; weight; family status; or other distinguishing personal characteristic[.]
When talking about incidents, it is important to name specific behavior and bias (eg, xenophobic name-calling) instead of using the generic term "bullying." (For further discussion about the word bullying, see introduction to the Creating Safe Maine Schools Guide below.)

Creating Safe Maine Schools Guide: First Edition
In 2013-2014, over 15 organizations came together to create a directory of research-based school climate programs and interventions available to Maine schools. The coalition will be reconvening and releasing a second edition during the 2016-2017 school year. To be notified when the second edition launches, join the Maine Youth Action Network mailing list.

Maine Department of Education: Creating Fair, Safe, Responsive Schools

Additional Resources for Classroom Teachers
http://www.tolerance.org/blog/what-say-kids-november-10-and-days-after
http://thenewpress.com/books/everyday-antiracism
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In-School Discussion and Support Tips for Educators
We know that it is important to create space to address the impact of bias, harassment, and discrimination on any school community. It is also crucial to encourage and develop students' critical thinking skills. Here are a few suggestions for how to do both:

- Advocate for making space in school for conversations about the impact of racism, xenophobia, and other -isms on students (and teachers.)
- Remind colleagues and school leaders about the importance of social-emotional learning, and address the immediate social-emotional needs of targeted students and bystanders.
- In majority white schools and communities, open up discussions about why it's still important to talk about race and racism, and how to do it responsibly.
- Ask students of color, immigrant and refugee students, and other students who are being targeted what support they need, what they're doing to take care of themselves and each other, and reinforce that you are there to provide support.
- Remind students about in-school supports available through counselors, guidance, or school-based health centers.
- Involve students in decisions about how harassment is addressed both preventatively and after incidents occur. Strive to balance including student voice with placing primary responsibility on adults to create and maintain safe(r) educational environments.
- Have conversations about being an active ally and responsible bystander.
- Before having discussions, set group guidelines to create accountability for respectful dialogue. Ask the group for support to reinforce the guidelines with adults and youth, while being aware that especially in majority white environments, students of color can sometimes get held to these guidelines unfairly (for example, not being given space to express anger.) It's important to ensure that the group guidelines are enforced equitably.
- Seek out and share ideas with colleagues about creating inclusive, anti-racist classrooms.
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FOR YOUNG PEOPLE

The following programs can help you get connected to other young people who care about social justice and are working to make their communities safer. Check out their programming, reach out to other young people who are already involved, and ask questions about their current projects. The world needs the voices and perspectives of more young people: thank you for your energy and dedication.

Youth Racial Justice Programs
- King Fellows
- Maine Seeds of Peace
- OPEN Project

Additional Youth Organizing & Leadership Programs
- Maine Civil Rights Team Project
- Maine Youth Court
- Portland Outright
- Maine Youth Action Network
- Outright Lewiston/Auburn
- Gay, Lesbian, Straight Education Network (GLSEN): Southern Maine & Downeast Chapters
- OUT Maine
- Muskie Youth & Community Engagement Programs
- Tree Street Youth