

Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential



CONFRONTING HATE-BIAS AND BULLYING IN MCPS

WHAT IS HATE-BIAS CONDUCT?

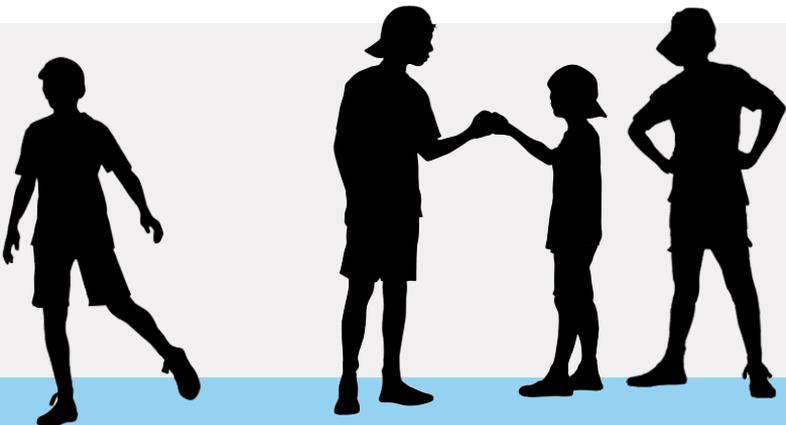
HATE-BIAS conduct is disruptive behavior (oral, written, graphic, physical or electronic communication) that includes intentional discriminatory behavior based on a person's

Race/Ethnicity
Sex
Religion
Gender identity

National origin
Socioeconomic status
Disability
Age

EXAMPLES:

- Physical assault based on hate/discrimination
- Vandalism with messages of hate and/or bias
- Creating racist or derogatory images
- Using social media to target people



HATE-BIAS INTENT

TIERED SYSTEM OF RESPONSE

LEVEL RED

- Serious incident (per COB-RA)
- Significant impact on school community
- Criminal elements likely
- Police involved in investigation
- Letter to community (incl. cluster schools) / Parents of students involved contacted

Ex: vandalism, physical assault, schoolwide disruption

LEVEL ORANGE

- Serious incident (per COB-RA)
- Potential impact on school community
- Criminal elements unlikely, police contacted to align data and consult
- Letter to community possible. Parents of students involved contacted

Ex: Student fight, verbal altercation, symbol carved in furniture

LEVEL YELLOW

- Not serious incident (per COB-RA) and handled through Student Code of Conduct
- Not considered an incident of hate-bias
- Isolated incident
- No evidence of the impact on community
- Offender lacks context, awareness, knowledge or intent
- Police not involved
- A letter to community not advised / Parents of students involved contacted

Ex: school drawing in art class, 1st grade name-calling, unintentional act

QUESTIONS TO CONSIDER

WAS THERE INTENT TO BE HURTFUL IN A DISCRIMINATORY MANNER?

WHAT IS THE SCOPE OF KNOWLEDGE?

HOW MANY PEOPLE WITNESSED THE ACT?

IS THERE A SUPPORT PLAN FOR THE OFFENDED?

WHAT AGES ARE INVOLVED?

RETALIATION IS PROHIBITED!

PER STUDENT BULLYING REGULATION JHF-RA, ANY INDIVIDUAL WHO REPORTS ACTS OF BULLYING, HARASSMENT, HAZING, HATE-BIAS, AND/OR DISCRIMINATION IS PROTECTED AGAINST REPRISAL OR RETALIATION.

TAKE ACTION!

Inform Administration

Complete MCPS Form 226-5 *Hate Bias Report Form*

Questions? 240-740-3215, SWC@mcpsmd.org

SCHOOL ADMINISTRATORS WILL ENSURE:

Incidents are documented and investigated

Serious Incidents (per MCPS Regulation COB-RA) are reported to the police

Healing is restored within the school community

MCPS will be proactive and respond to ALL incidents involving hate or bias.



WHAT IS BULLYING?

BULLYING IS REPEATED, INTENTIONAL, UNWANTED, DEMEANING BEHAVIOR AMONG STUDENTS THAT INVOLVES A REAL OR PERCEIVED IMBALANCE OF POWER.

RUDE

When someone says or does something unintentionally that is hurtful or impolite.

MEAN

When someone says or does something intentionally that is hurtful.

CONFLICT

A mutual argument, disagreement, or physical engagement, where both parties are upset and both parties engage.

BULLYING

Demonstrating an imbalance of power by being hurtful or harmful in an intentional and repeated manner.

MCPS POLICIES THAT ADDRESS BULLYING INCIDENTS

MCPS Policy ACA, *Nondiscrimination, Equity, and Cultural Proficiency*
MCPS Policy JHF, *Bullying, Harassment, or Intimidation*

TYPES OF BULLYING



VERBAL BULLYING

Name calling, taunting, inappropriate comments, or threatening to cause harm.

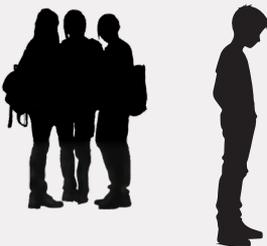


PHYSICAL BULLYING

Hitting, kicking, pinching, spitting, tripping, pushing, mean/rude hand gestures, vandalizing someone's property.

SOCIAL BULLYING

Leaving someone out on purpose, telling others not to be their friend, spreading rumors, embarrassing one in public.



CYBERBULLYING

Sending mean texts/ emails and using social media platforms to post fake profiles, polls, mean comments, inappropriate pictures/videos.

WAYS TO REPORT HATE-BIAS, BULLYING, HARASSMENT, AND HAZING INCIDENT

Montgomery County
Police Department (MCPD)
301-279-8000

Victim Assistance
and Sexual Assault
240-777-4357

LightHouse Hotline
877-268-8620
reports@lighthouse-services.com

MCPS FORM 230-35,
Bullying Harassment,
or Intimidation Reporting Form

TITLE IX COMPLAINT FORM
(MCPS Website)

Crisis Center
TEXT OR CALL 988

**MCPS SCHOOL STAFF/
ADMINISTRATOR**

TITLE IX COORDINATOR
TitleIX@mcpsmd.org

MCPS FORM 226-5,
Hate-Bias Incident Reporting Form

CALL 911 FOR ANY INCIDENTS OF IMMINENT DANGER

VISIT OUR WEBISTE
Student Welfare
and Compliance Unit



***ANONYMOUS REPORTS
WILL BE INVESTIGATED**

WHAT IS HAZING?

HAZING IS ANY ACT OR SITUATION THAT RECKLESSLY OR INTENTIONALLY PUTS A PERSON AT RISK OF SERIOUS BODILY INJURY OR CAUSING EMOTIONAL HARM FOR THE PURPOSE OF INITIATION INTO AN ORGANIZATION, GROUP, OR TEAM... REGARDLESS OF THE PERSON'S WILLINGNESS TO PARTICIPATE.

BULLYING AND HAZING - HOW ARE THEY DIFFERENT?

BULLYING excludes the target from the group, whereas

HAZING is a ritual or process imposed on a person who wants to be part of the group.

HAZING IS AGAINST THE STUDENT CODE OF CONDUCT, IT HAS LEGAL CONSEQUENCES:

The implied or expressed consent of a student to hazing is NOT a defense.

A person who engages in hazing could also face additional criminal charges, fines, and imprisonment: **felony assault, vandalism, reckless endangerment, sexual assault, drug/alcohol offenses**, to name a few.

ACCORDING TO MARYLAND LAW

A person may not recklessly or intentionally act or create any humiliating or dangerous activity expected of a student to belong to a group, regardless of their willingness to participate.

A person who violates this is guilty of a misdemeanor and, on conviction, is subject to imprisonment up to 6 months or a fine not exceeding \$500, or both.



DO THE RIGHT THING SPEAK UP!

INTERRUPT

Speak up against every bigoted and prejudiced remark—every time, in the moment, without exception. Think about what you'll say ahead of time so you're prepared to act instantly.

Try saying:

"I don't like words like that." Or "that phrase is hurtful."

QUESTION

Ask simple questions in response to hateful remarks to find out why the speaker made the offensive comment and how you can best address the situation.

Try asking:

"Why do you say that?" "What do you mean?" or "Tell me more."

ECHO

If someone else speaks up against hate, thank them and reiterate their anti-bigotry message. One person's voice is a powerful start.

Many voices together create change.

Try saying:

"Thanks for speaking up, Allison. I agree that word is offensive and we shouldn't use it."

EDUCATE

Explain why a term or phrase is offensive. Encourage the person to choose a different expression. Hate isn't behind all hateful speech. Sometimes ignorance is at work, or lack of exposure to a diverse population.

Try saying:

"Do you know the history of that word?"

**END
HATE-BIAS CONDUCT**

**REPORT
BULLYING**

**STOP
HAZING**



**MAKE THE DIFFERENCE
CONTACT US**

STUDENT WELFARE AND COMPLIANCE UNIT

MCPS STRONGER STUDENT

Maryland's Largest School District
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Expanding Opportunity and Unleashing Potential

Stronger Student Mental Health & Wellness App

**MCPS Students:
Help is now
one click away.**

Stronger Student is the new mobile-friendly **mental health and wellness resource app** specifically designed for MCPS middle and high school students!



Designed by MCPS students, for MCPS students

- » No logins
- » No cost
- » Supports multiple languages
- » 100% anonymous and confidential

MENTAL HEALTH AND WELLNESS APP

Designed by MCPS students

Anonymous and confidential

Provides crisis support

Addresses mental and physical wellness health needs

Vehicle for reporting incidents of bullying and discrimination

Resources



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Published by the Department of Materials Management for the Office of Strategic Initiatives
0098.25nc • Editorial, Graphics & Publishing Services • 7/24 • xxxx 