



Checklist for Preventing Bias-Based Bullying

School Climate

- ☐ **Use inclusive schoolwide messages** that emphasize “All people can...(dance, cook, have short or long hair, do math, make art, etc.).”
- ☐ **Foster ally behaviors** among students, staff and families.
- ☐ **Take advantage of teachable moments** to dispel stereotypes and educate students.
- ☐ **Practice responding** to bias, harmful language or put-downs.
- ☐ **Develop opportunities to elevate student voices** through individual and classroom conversations.

Inclusive Materials

- ☐ **Ensure all curricula** include the perspectives, voices, histories and current events from people with marginalized identities who are often invisibilized in schools.
- ☐ **Use lesson plans and classroom examples** designed to expand your students’ awareness and respect for people with a diversity of experiences and identities.
- ☐ **Read books** that uplift the voices of marginalized communities.
- ☐ **Include books and resources** in your library that feature people, communities and identities that are diverse and complex, including accurate depictions of the ethnic and cultural identities of people who are LGBTQ+, BIPOC, gender expansive and/or disabled.
- ☐ **Create displays** that show a wide range of occupations and achievements for all people.
- ☐ **Engage students in social emotional learning;** developing strategies for communicating with peers, deepening empathy, compassion and allyship.

Policies and Procedures

- ☐ **Ensure anti-bullying and non-discrimination** policies specifically name groups more frequently targeted for harassment including sexual orientation, gender identity and gender expression.
- ☐ **Gather data from student surveys and feedback** that will inform changes to enhance safety and belonging in the school environment.
- ☐ **Develop a procedure for reporting bullying** and ensure all students, staff and families are informed.
- ☐ **Educate students on their rights** and provide them with information on how to report bullying when it occurs.
- ☐ **Ensure students’ affirmed names and pronouns** are on lists that could be seen by other students, staff or families (class lists, grade postings, seating charts).
- ☐ **Review dress code policies** to ensure they are gender neutral, equally enforced for students of all gender identities and expressions and free of racial bias.
- ☐ **Understand the roles** everyone plays when bullying occurs and hold all participants accountable.
- ☐ **Keep the target of bullying your number one priority** when intervening in a bullying situation.
- ☐ **Develop procedures** to support individual students in addressing on-going bullying behavior.

Building Family/School Connections

- ☐ **Ensure that families and caregivers are aware of their student’s rights** and know who to contact at the school for support.
- ☐ **Develop bullying report forms** that are accessible to families (on school website, available in multiple languages).