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).