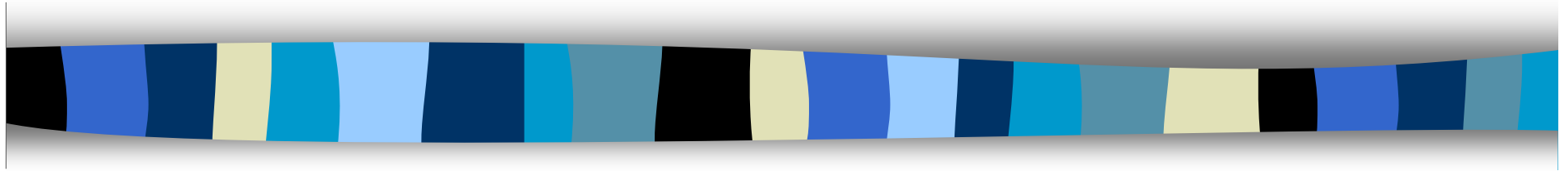


Civil Rights Training



Beverly Public School District



Why Provide On-line Training?

- Having informed employees helps foster a healthy work and learning environment.
- Annual training is mandated by the Department of Education.
- All employees are required to participate.
- This training protects individuals and the District and ensures that all employees know their rights and responsibilities.



Non-Discrimination

- The Beverly Public School District is committed to ensuring that all programs and facilities are accessible to everyone.
- We actively seek to prevent discrimination and harassment on the basis of race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity, homelessness, age and/or disability.



School Responsibility

- M.G.L. Chapter 76: Section 5:
 - No person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and courses of study of such public school on account of race, color, sex, religion, national origin, sexual orientation or gender identity.
- Severe or pervasive harassment unlawfully denies a student the “advantages and privileges” of school, creating a hostile, humiliating, intimidating and offensive educational environment.



Massachusetts D.O.E. Regulations

Active Efforts – C.M.R. 26:07

- All public schools shall strive to prevent harassment or discrimination and all public schools shall respond promptly to such discrimination or harassment when they have knowledge of its occurrence.
- The school community and the Superintendent shall provide in-service training for all school personnel at least annually regarding the prevention of discrimination and harassment and the appropriate methods for responding to such discrimination in a school setting.
- The Superintendent shall promote and direct effective procedures for the full implementation of 603 CMR 26.00.



Federal Law Mandates

- Federal Civil Rights Laws Require Schools to:
 - Remedy discrimination and harassment.
 - Regularly notify students, parents and employees that the District schools do not discriminate on the basis of sex or disability.
 - Implement and disseminate prompt and equitable complaint procedures for handling allegations of discrimination and harassment.
 - Designate an employee responsible for coordinating compliance with these federal civil rights laws.



Federal Law: Section 504

- Requires that no qualified disabled person shall be discriminated against or be excluded from participation in any activity.
- A disability is a mental and/or physical impairment that limits a person's major life activity (self-care, walking, seeing, learning, breathing, speaking, working).
- Reasonable accommodations and/or modifications must be made to provide access to programs and facilities.



Federal Law: Section 504

- No discrimination against a person with a disability will be permitted in any of the programs of the Beverly Public School District.
- Questions about eligibility and/or enforcement should be directed to your Building Principal or Susan Charochak, 504 Coordinator.



Federal Law: Title II (Americans with Disabilities Act)

- Prohibits discrimination against:
 - access to programs and facilities;
 - free, appropriate public education for elementary and secondary students;
 - employment opportunities.
- Applies to special education services, evaluations and I.E.P.'s and to student disciplinary measures.



Federal Law: Title VI

- Protects against discrimination based on race, color and national origin.
- Applies to students, parents and employees.
- Prohibits discrimination in student class assignments or ability tracking and protects English Language Learner (ELL) students and English as a Second Language (ESL) students.
- John Harmon, Title(s) VI & IX Coordinator, handles inquiries regarding Non-Discrimination Policies.



Federal Law: Title IX

- Prohibits discrimination and harassment related to gender, including sexual harassment.
- Refer to the District's Discrimination/Harassment Policy for specifics regarding steps taken to investigate and remediate.
- Refer all discrimination and/or harassment issues to your building Equity Coordinator(s) and/or to John Harmon, Title(s) VI & IX Coordinator, Central Office.



Unlawful and Prohibited Conduct Defined:

- **In this school district discrimination, sexual harassment, harassment, including teasing and bullying is unacceptable and will not be tolerated. Discrimination and harassment are unlawful. Bullying hurts all people: the bully, the victim, and the bystander.**
- Discrimination occurs when an individual is treated differently and/or unfairly in an educational or employment context, solely on the basis of the individual's race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity, age, and/or disability. Discrimination on the basis of sex shall include, but not be limited to, sexual harassment. In all cases, such actions will be considered unwelcome for the very young (elementary school age students).
- Harassment is oral, written, graphic, electronic, or physical conduct on school property or at a school-related activity relating to an individual's actual or perceived race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity, homelessness, age, and/or disability (i.e. protected status), that is sufficiently severe, pervasive or persistent so as to interfere with a student's ability to participate in or benefit from the District's programs or activities, or to interfere with or limit an individual's employment, by creating a hostile, humiliating, intimidating, or offensive educational or work environment. For purposes of this policy, harassment shall also mean conduct, if it persists, that will likely create such a hostile, humiliating, intimidating, or offensive educational or work environment. A single incident, depending on its severity, may create a hostile environment. A victim may also be someone reasonably affected by conduct directed toward another individual.



Defining the Term Harassment

- Any unwelcome verbal, written or physical contact
- in a school or school-related activity.
- relating to a student's race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity, homelessness, age and/or disability.
- that is sufficiently severe, persistent or pervasive to create a hostile, humiliating, intimidating or offensive educational environment.
- Conduct, if it persists, that will likely create such a hostile, humiliating, intimidating, or offensive educational or work environment.
- A single incident, depending on its severity, may create a hostile environment.
- A victim may also be someone reasonably affected by conduct directed toward another individual.
- Bias-motivated harassment is a form of discrimination.



Sexual/Gender Harassment Defined

- Unlawful and prohibited conduct consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, other verbal or physical conduct, communication of a sexual nature when: (a) submission to, or rejection of such conduct or communication is made explicitly or implicitly a term or condition of employment, education or academic achievement; (b) submission to, or rejection of such behavior is used as a basis for employment or academic decisions; and (c) such behavior unreasonably interferes with an individual's work or academic performance, or creates an intimidating, hostile, humiliating, offensive work or educational environment.
- Sexual harassment can be based on gender or sexual orientation. Sexual harassment can include advances, requests, conduct directed from male to female, female to male, male to male, female to female, student to student, student to employee, employee to student, employee to employee.



Understanding Sexual Harassment

- Sexual harassment creates a hostile environment due to inappropriate speech, materials, and/or actions.
- Sexual harassment is a form of sex discrimination and includes unwelcome sexual advances; requests for sexual favors; and/or any other conduct, physical or verbal, of a sexual nature.
- Sexual harassment interferes with school or work performance and creates an intimidating and/or offensive environment.



Understanding Sexual Harassment

- Examples of prohibited activities that may create a hostile school or work environment include:
 - vulgar or explicit sexual-related epithets and/or abusive language;
 - sexually explicit behavior and/or indecent exposure by students or employees;
 - sexual-related graffiti, posters, or calendars.



Hate Crime

- A hate crime is a crime motivated in whole or in part by hatred or bias, or where the victim is targeted or selected based on his/her actual or perceived:
 - race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity, homelessness, age and/or disability.



Bullying

- Bullying is the severe or repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at a victim that has the effect of: (i) causing physical or emotional harm to the other student or damage to the other student's property; (ii) placing the other student in reasonable fear of harm to himself or of damage to his property; (iii) creating a hostile environment at school for the other student; (iv) infringing on the rights of the other student at school; or (v) materially and substantially disrupting the education process or the orderly operation of a school.
- A bully has actual or perceived physical, social and/or psychological power over his/her target.
- Bullying is deliberate, repeated, and power-imbalanced.



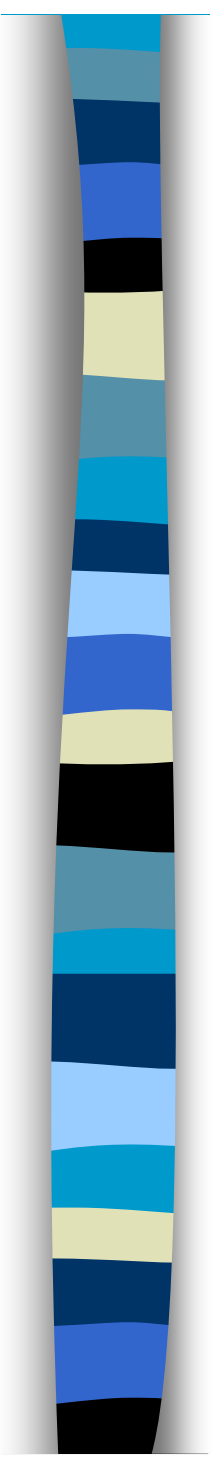
Cyberbullying

- Cyberbullying is bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimiles communications.
- Cyberbullying shall also include (i) the creation of a web page or blog in which the creator assumes the identify of another person or (ii) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying. Cyberbullying shall also include the distribution by electronic means of the communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.



Harassment and Bullying Myths

- Ignore it and it will go away.
- If you only stood up for yourself.
- It's something the victim did.
- Boys will be boys, girls will be girls.
- Harassment and bullying toughens you up.
- It's a part of life, accept it.
- Only wimps get bullied.
- Children who get harassed or bullied are passive, loners, overly sensitive.



There are a number of reasons why adults should be concerned about bullying among children and youth:

- 1. Many children are involved in bullying, and most are extremely concerned about it.
- 2. Bullying can seriously affect the mental health, academic work, and physical health of children who are targeted.
- 3. Children who bully are more likely than other children to be engaged in other antisocial, violent, or troubling behavior.
- 4. Bullying can negatively affect children who **observe** bullying going on around them—even if they aren't targeted themselves.
- 5. Bullying is a form of victimization or abuse, and it is wrong. Children should be able to attend school or take part in community activities without fear of being harassed, assaulted, belittled, or excluded.



Reporting Requirements

- Any employee or student who believes he/she has been the victim of discrimination and/or harassment should report it to your building Equity Coordinator(s) and/or to John Harmon, Title(s) VI & XI Coordinator.
- Any employee who becomes aware of an incident of discrimination or harassment must promptly report the incident to his/her building Equity Coordinator(s) and/or to John Harmon, Title(s) VI & XI Coordinator.
- Active investigations will result from the report, as applicable, and may result in corrective action and/or discipline.
- If the conduct violates the law, the appropriate authorities will be notified.



Responsibilities of School Personnel

- Know your District's Discrimination/Harassment/Bullying Policy.
- Promote a socially inclusive school environment for all.
- Actively ensure school safety, report and respond to all violations.
- Who is responsible? Everyone!!!
- Who is everyone? Administrators, Teachers, Counselors, Health Staff, Bus Drivers, Cafeteria Staff, Custodians, Parents and Students.



Responsibilities of School Personnel

- Be familiar with basic facts about harassment and hate crimes.
- Recognize and identify bias indicators.
- Report all harassment to appropriate authorities.
- Don't tolerate harassment and bullying.
- Challenge biased or disrespectful attitudes of and behavior by students and staff.
- Be alert to signs of student harassment and bullying.
- Support victims and hold offenders accountable.
- If a student mocks another's appearance, mannerisms or mobility, call the offender's attention to the fundamental issue of respect.
- Encourage student involvement.



Tips for Addressing Discrimination/Harassment

- Follow District Policy and Procedures.
- Post the District's Discrimination/Harassment Policy in all school classrooms and offices.
- Monitor the school climate.
- Create connectedness among the school community.
- Foster respect and appreciation for diversity.
- Recognize signs of bullying, harassment and bias.
- Be sensitive to religious holidays and diverse cultures.



Signs of Possible Harassment or Bullying

- Indicates fear of walking in the halls unsupervised.
- Shows signs of being intimidated when interacting with certain students in class, cafeteria or halls.
- Appears fearful of walking to or from school.
- Does not want to go on the school bus.
- Seems withdrawn, disengaged in class; has noticeable drop in classroom participation.
- No longer participates in school-related activities.
- Is suddenly doing poorly in school.



Signs of Possible Harassment or Bullying

- Often arrives late for school or certain classes.
- School absences dramatically increase.
- Often “loses” his or her money.
- Possessions are consistently “missing”.
- Is the victim of repeated thefts.
- Is the focus of jokes or graffiti.
- Is the target of abuse or insults in chat rooms, websites or social networking sites.
- Explanations for above do not make sense.



Bias Indicators

- Bias-related oral comments or slurs.
- Bias-related markings, drawings, graffiti, hate symbols.
- Victim and witness perception of bias.
- Group of victim differs from that of offender.
- Location and date of the incident.
- Victim's group is overwhelmingly outnumbered.
- Offender's history of crimes against victims of the same group.
- Hate group involvement.



Confirmation

Thank you for completing this important training activity! Should you have any questions about anything in this material, please be sure to speak with your building principal or contact John Harmon, who coordinates civil rights compliance for the District.

You have one more step...



Confirmation

Now you need to confirm that you have completed this civil rights training by emailing your supervisor. Copy the text below and paste it into the email message:

I have completed the online Civil Rights training. Please confirm that you have received this message and included me in your log.

Beverly High School	etaylor@beverlyschools.org
Briscoe Middle School	mposka@beverlyschools.org
Ayers Ryal Side Elementary	ebyrne@beverlyschools.org
Centerville Elementary	jsmith@beverlyschools.org
Cove Elementary	loliver@beverlyschools.org
Hannah Elementary	gmontevecchi@beverlyschools.org
North Beverly Elementary	ebrown@beverlyschools.org
District-wide	jharmon@beverlyschools.org