



How to Handle Harassment in the Hallway*

It is vital to stop harassment immediately! Remember that homophobic, transphobic and gender-based put-downs and actions hurt everyone. Homophobic, transphobic, and gender-based put-downs and actions are bullying. Bullying hurts the person targeted, the witnesses, and the person bullying. Act right away! Do not let harassment—verbal or physical—go on for even a minute. Make it clear that ***Harassment Is Never Okay!***

STOP the harassment or hurtful behaviour

- Interrupt the hurtful behaviour or comment.
- Make sure everyone in the vicinity can hear you. You want everyone—all the youth and adults nearby—to know that *all* young people are safe in this place.
- Do **NOT** pull the student aside for a confidential discussion—stopping the harassment should be as public as the harassment has been.

IDENTIFY the harassment. NAME the hurtful behaviour.

- Label the behaviour: “You just put someone down based on perceived (sex, race/ethnicity, sexual orientation, gender identity or expression, age, health status, etc.)” Or, “You just shoved someone.”
- Put the spotlight on the behaviour. Do **NOT** say anything to imply that the person being harassed belongs to the group just named. Everyone needs to understand that what was said or done is unacceptable.

EXPLAIN why the behaviour is hurtful and prohibited.

- Identify the offense and its consequences: “Homophobic name calling is hurtful to everyone who hears it. At this school, we respect everyone and are responsible for the impact of our words/behaviours.”

ASK for a change in future behaviour.

- Personalize the response: “Chris, please think about what you say. This language isn’t what we would have expected of you.”
- Quietly, check in with and reassure the person who was harassed: “Are you okay? Do you want to talk with me or someone else? Please let me know if this happens again, and I will take further action. Everyone should feel safe and be safe here. What happened was totally unacceptable, and you are very important to all of us.”