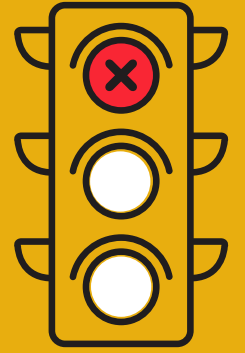


Discriminatory and Harmful Language Protocol

This protocol will be followed by students and staff to promote a school environment free from discriminatory language

Step **STOP & IDENTIFY**

- 1
 - **interrupt** the harmful language
 - **communicate** in a way that allows all who heard the comment to also hear your response
 - **be explicit** as you label the language, and spotlight the words (e.g. "That comment is racist")



Step **EXPLAIN**

- 2
 - **describe** why the language is harmful and/or prohibited. For example, "I don't think you fully understand the history behind that word. That comment is extremely painful and damaging to members of the Black community and is not consistent with the values we hold as a community. In our school this language is not acceptable."
 - **indicate** your expectation for a change in the future, that the incident will be reported and that as a result of this conversation you know they won't use that language again



Step **SUPPORT**

- 3
 - **ensure** the immediate safety of the individual who experienced discrimination and ask how you can support their well-being
 - **communicate** the value and importance of the individual to the overall school community and the measures that will be taken to address the incident



Step **REPORT**

- 4
 - **document** the incident
 - **speak** to your teachers, administrator or supervisor as soon as possible to share the details of the incident
 - **follow up** from teachers, administrator or supervisor to all parties immediately impacted by this event



Step **ENSURE ACCOUNTABILITY**

- 5
 - all HDSB staff have an obligation to stop, identify, explain, support, report and be accountable for every instance of discrimination
 - all HDSB staff are expected to take proactive measures to intentionally create inclusive learning spaces for every student
 - all HDSB staff will participate in ongoing professional learning to build capacity and critical consciousness when addressing discriminatory and harmful language

