Discriminatory and Harmful Language Protocol

STEP 01

Interrupt

Interrupt discriminatory language.
Example, "please stop using that word" or "let's talk for a minute about what is being said right now."

STEP 02

Identify

Discriminatory comments are often based on:
actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex.

STEP 03

Educate

Describe why the language is harmful and/or prohibited.
Example, "you might not fully understand the history behind that word. Those comments are extremely painful for__ because __."

STEP 04

Support

Ensure the immediate safety of the individual who experienced discrimination.
Communicate their value in our community. Indicate the next steps that will be taken.

STEP 05

Report

Speak with an administrator (or case manager) about the incident to determine next steps
(i.e., restorative response or DASA process). Document the incident if your school has a procedure for this.

LINK: Monroe One Code of Conduct
LINK: 10 Tips for Talking about Race
LINK: The N-word in Curriculum & Instruction
Link: Monroe.edu/Equity

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EDUCATIONAL SERVICES

Adapted from HDSB Protocol