

SCHOOLS NEED TO FEEL SAFE FOR ALL STUDENTS!

Help Enforce Vermont's Act 91 Harassment Law



UNLAWFUL HARASSMENT...

Behavior based on or motivated by a student's (or a student's family member's)

ACTUAL OR PERCEIVED:

- Race
- Creed (religion)
- Color
- National Origin
- Marital Status
- Sex
- Sexual Orientation
- Disability
- Gender Identity

HARASSMENT:

- May be a single severe event or a pattern of conduct.
- Undermines, detracts from or interferes with a student's educational performance and/or access to school resources.
- Creates an objectively intimidating, hostile, or offensive environment.
- May happen at school, on a school bus, at school-sponsored events.

MAY BE VERBAL, WRITTEN, VISUAL, OR PHYSICAL.

BUT IS IT REALLY HARASSMENT?

Even if you are not sure an incident is harassment, *all school staff* are required to respond.

- Don't guess or ignore
- Follow up—refer a complaint right away to a Designated Employee

Teachers: Prompt action is the law!

Students: Don't be a bystander!

IN THIS SCHOOL, REPORT POSSIBLE HARASSMENT TO:

VT Human Rights Commission 800.416.2010

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For more resources see: Healthandlearning.org Addressing Harassment Toolkit for Schools