



2022-2023 Annual
Civil Rights Training
&
Bullying Awareness
Information

"Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes, or results in racial discrimination."

~ President John F. Kennedy

What is the Goal?

- Ensuring a Safe Environment in Which Students Can Learn and Employees Can Work
 - **Title VI** (1964) prohibits discrimination or harassment based on race, color or national origin in all programs or activities receiving federal financial assistance, and
 - **Title IX** (1972) prohibits discrimination or harassment based on sex in all programs or activities receiving federal financial assistance.
- Prevention is the Goal; however, if it does occur, Act to Lessen the Harm.
 - Report Immediately
 - Cooperate in investigation
 - Maintain Confidentiality

Ten Key Areas of Title IX

Provides **equal access** regardless of sex to the following areas:

- Access to Higher Education
- Athletics
- Career Education
- Education for Pregnant and Parenting Students
- Employment
- Learning Environment
- Math and Science
- Sexual Harassment
- Standardized Testing
- Technology



Why Keep Schools Free of Sexual Harassment?

1. It's the right thing to do.
Harassment hurts others.
2. It's Unicoi County Schools' policy.
[Unicoi County Board of Education 5.500](#)
3. A harassment claim is an unpleasant experience.
4. A harassment claim jeopardizes your job and reputation as well as UCS' reputation.
5. **It's the law.**
Violation carries potential individual criminal liability.



What is Prohibited?



- Conduct of a sexual nature that:
 - **Denies** or **Limits** a student's ability to participate in or enjoy the benefits of a program, activity or opportunity such as courses, extracurricular activities, or facilities.
 - **Unreasonably interferes** with the performance of a person's job or **creates** an intimidating, hostile, or offensive work environment.
 - A hostile environment is one where intimidation, ridicule, or insult is sufficiently severe or pervasive as to alter the conditions of job performance or learning

The concept of a Safe or a Hostile environment is based upon **individual perception**.

Examples of prohibited activities that might create a hostile work/learning environment:

- **Verbal**

- Off Color or dirty jokes
- Spreading rumors concerning sexuality
- Use of abusive or vulgar language

- **Gestures/Touches**

- Repeated hugging
- Flashing/mooning someone
- Grabbing or pinching someone in a sexual way
- Unwelcome personal gifts

- **Advances** – from repeated requests for dates to requests for sexual activity.

- **Displays** such as posters, calendars, or graffiti that are not suitable for work.

Who Can Behave Inappropriately?

- **ANYONE** can create a hostile environment. Adults have power or the appearance of power.
 - An administrator,
 - A Teacher,
 - Any Employee
 - A non-employee – parents, vendors, visitors, repair/delivery personnel, volunteers
 - Or a student

Who Can Behave Inappropriately?

- Individual Student Perpetrators
 - May be less hostile, but
 - What if the student is subjected to similar conduct by several students?
 - What if the individual is the “toughest kid” in the school – and everyone knows it?
 - What if the student perpetrator is older than the target?
 - Does it make a difference if the intimidating, unwelcome, or aggressive behavior is at the bus stop, on the school bus, in an isolated hallway or stairs, or on the playground?
- Group of Student Perpetrators
 - The more perpetrators – likely more hostile.

Bullying Awareness: Back to the Basics

What is Bullying?

The intentional harm doing where a negative action is repeated over time, **and** there is an imbalance of power.

Not all negative, socially unacceptable behavior is bullying.

Four Markers of Bullying

1. Imbalance of power
2. Intent to harm
3. Threat of further aggression
4. Terror

- Not only a means to an end; it is an end in itself



How can I tell the difference?

Conflict

Equal Power

- Isolated occurrence
- Accidental/not planned
- Typically not harmful
- Not seeking power
- Often remorseful
- May try to solve problem

Bullying

Imbalance of Power

- Repeated pattern
- Intentional
- Physical/emotional harm
- Controlling
- No remorse: blames target
- No effort to solve problem

Where and When Does Bullying Occur?

Bullying tends to happen most often in and around schools -- specifically in areas where there are is little or no adult supervision and in times of less structure, including but not limited to the following:

- playgrounds and recess
- school buses
- cafeterias
- transition times
 - classrooms
 - hallways
 - arrival times
 - departure times



Warning Signs a Student May Be Experiencing Bullying

- Unexplainable injuries
- Lost or destroyed clothing, books, possessions
- Frequent headaches, stomach aches, or illnesses
- Changes in eating habits
- Declining grades or interest in school
- Not wanting to go to school
- Sudden loss of friends
- Avoidance of Social Situations
- Decreased Self Esteem
- Self Destructive Behaviors



Effects of Bullying: Kids Who are Bullied

- Negative physical, mental health, and educational issues that may persist into adulthood
 - Depression and anxiety
 - increased feelings of sadness and loneliness
 - Changes in eating and sleeping patterns
 - loss of interest in activities they used to enjoy
 - Decreased academic achievement and school participation (missing or skipping school)
- Extreme retaliation -- 12 of 15 school shooting cases in the 1990's were committed by students with a history of being bullied



Effects of Bullying: Kids Who are Bullied

Kids who bully others can also engage in violent and other risky behaviors into adulthood.

Kids who bully are more likely to:

- Abuse alcohol and other drugs in adolescence and as adults
- Get into fights, vandalize property, and drop out of school
- Engage in early sexual activity
- Have criminal convictions and traffic citations as adults
- Be abusive toward their romantic partners, spouses, or children as adults

Effects of Bullying: Kids Who Witness Bullying Incidents

Kids who witness bullying are more likely to:

- Have increased use of tobacco, alcohol, or other drugs
- Have increased mental health problems, including depression and anxiety
- Miss or skip school



Bullying Prevention

- **Create a positive environment**
 - **Treat students the way that you want to be treated**
 - **Model respectful behavior**
 - **Use positive non-verbal interaction -- smiles, thumbs up**
 - **Acknowledge when students say or do something positive**
- **Be visible and aware**
- **Encourage students to report bullying to you and other adults**
- **Don't expect students to solve bullying incidents themselves**
- **Notify the principal of your building.**

When you see something — say something.

- Intervene by separating the students involved.
- Get their names, but do not question students in front of other students.
- Report the incident following your school's guidelines.
 - The students can then be questioned individually.
- Don't try to resolve the incident on the spot.
- Don't assume that students can work it out without adult help. They can't.



Requirements as of 2017-18

- Referral for counseling when deemed necessary by principal
- Notification of parents of the availability of counseling that may be necessary
- Requires the principal or principal's designee to initiate an investigation within 48 hours of receipt of a report and initiate the appropriate intervention within 20 days of the incident.

For More Information: www.stopbullying.gov

Civil Rights & Bullying Awareness quiz

Or Copy and Paste this Link when you are signed into your @unicoischools.com Google account.

<https://forms.gle/dPfs7rQ2ryuDqjfe8>

Please use the link above to complete the required quiz and document your participation.

Due Date: August 31, 2022