

Demands for Hazing Harassment Bullying Model Policy Changes

These demands were created by youth and families directly impacted by the issue of hazing, bullying, and harassment. ([see policy connections here](#))

1. **Restorative Justice** - All impacted caregivers/students have: 1) the option to choose from a formal HHB process and/or a restorative process, 2) the option for an outside consultant to lead the restorative process and 3) the option for an adult to sit in for the student during the process so as to not cause future harm.
2. **Staff Prevention Training** - Hazing, bullying, harassment prevention professional development should be embedded across the year not just in one training, with opportunities for practice. All training for staff and admin should have youth present and helping present. All educators must be trained in depth on the Education Quality Standard Teaching Practices in order to create inclusion and belonging.
3. **Youth Training** - Require age-appropriate training each year for all students on the topics of creating a safe culture, what is bullying, how to respond, bystander intervention, know your rights, and advocacy. Invite caregivers/students impacted by HHB to give input and help lead this training. The Agency of Education will develop training materials and maintain a list of approved training providers.
4. **Mandatory Intervention Bullying Policy** – Create norms that do not allow harmful language and activities in schools. Define appropriate response for any incident of any level that occurs, using both disciplinary and restorative actions. Define prevention efforts and positive school community building.
5. **Whistleblower Protection** – Add Whistleblower Protection language into the general information section or the procedural steps of the policy – folks making reports of HHB will be protected from retaliation, from those accusing, their parents or caregivers, or other third parties in the school community.
6. **Transparency in Communication** – Schools offer yearly training and plain language material about the HHB policy to caregivers. Caregivers are communicated with in each step of the HHB process. The safety plan is communicated to caregivers and within the safety plan there are clear expectations about how often caregivers will be communicated with.