

Attorney General's Office Resource List for Schools on Protecting Students from Discriminatory Bullying and Harassment

The below resources are presented as a sampling of approaches to this topic from government agencies and private organizations and are not endorsed by the Attorney General's Office.

I. Government Resources

- The U.S. Department of Education (USED) Office for Civil Rights has recently published the following resources:
 - [Fact Sheet and Q&A](#) issued July 2, 2024 to share information about schools' federal civil rights obligations under Title VI to promptly and effectively address alleged acts of discrimination, including harassment. This resource includes example fact patterns where the conduct described would likely lead the Office of Civil Rights to open an investigation.
 - [Dear Colleague Letter](#) issued in May 2024 to clarify schools' obligations under federal civil rights law to address discrimination based on race, color, or national origin, including shared ancestry or ethnic characteristics, and actual or perceived citizenship or residency in a country with a dominant religion or distinct religious identity.
 - With the April 19, 2024 announcement of the release of final Title IX regulations providing protections against sex discrimination, a [fact sheet](#), a [summary](#) of the major provisions of the final regulations, and a [resource](#) for drafting Title IX nondiscrimination policies, notices of nondiscrimination, and grievance procedures. The regulations have an effective date of August 1, 2024.
 - [Guidance](#) on schools' duties under Title VI to address discrimination against Muslim, Arab, Sikh, South Asian, Hindu, and Palestinian students issued on March 14, 2024.
 - [Dear Colleague Letter](#) and [additional online resources](#) issued in November 2023 to address the rise in reports of antisemitic, Islamophobic, and other bullying and discrimination-related incidents at schools.
 - A collection of specialized [resources for schools](#), designed to help educators, students, parents, and community members prevent antisemitism, Islamophobia, and related forms of discrimination released in November 2023 by the National Center for Safe and Supportive Learning Environments, a technical assistance center funded by USED.
 - A [webinar](#) hosted by USED Secretary Miguel Cardona in December 2023, on how PK-12 schools ([remarks](#) and [video](#)) can support students and foster a safe, inclusive learning environment.
 - USED's [Center for Faith-Based and Neighborhood Partnerships](#) has online resources for preventing and addressing [antisemitism](#) and [Islamophobia](#) in schools.
- The White House published in May 2023 the [U.S. National Strategy to Counter Antisemitism](#), outlining a whole-of-society effort to combat antisemitism. The document details actions taken or planned by federal agencies; discusses definitions of terms; and

calls for actions by state and local governments, schools, private organizations, community leaders, and individuals. The White House also recently published a fact sheet outlining additional actions and strategies.

- The U.S. Department of Health and Human Services has published a collection of resources on [Combating Hate and Discrimination](#).
- The U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention has provided resources through its comprehensive national [initiative](#) to prevent youth hate crimes and identity-based bullying.
- The national Cybersecurity and Infrastructure Security Agency provides [resources](#) that are designed to help schools prevent, protect against, and mitigate security threats, risks, and emergency situations. These resources include the [Social Media Threat Guidance for School Staff and Authorities](#) that provides actionable considerations for reporting and responding to social media threats directed at school districts.
- [Addressing Hate in School Sports](#) is a collaborative project between the Massachusetts Office of the Attorney General, Department of Elementary and Secondary Education (DESE), the Massachusetts Association of School Superintendents, the Massachusetts Interscholastic Athletic Association, and the Massachusetts School Administrators' Association to provide training and support to school and athletic officials across Massachusetts.
- [The Governor's Task Force on Hate Crimes: 2019 Education Recommendations](#) is another resource to help schools establish and reinforce a positive climate for all students, families, and staff, and address incidents of hate and bias promptly and effectively. For the past several years the legislature has funded hate crimes prevention grants in the state budget, and information about that competitive funding opportunity (Fund Code 794) is typically available by late summer on DESE's Grants Page.
- DESE's [Safe and Supportive Schools webpage](#) provides information for school districts on creating safe and supportive school environments, including information on the Safe and Supportive Schools Grant Programs (Fund Codes 335 and 337).
- DESE's [Violence Prevention and Intervention webpage](#) includes information and resources about preventing school violence, with links to evidence-based curricula and best practices to create and sustain safe and supportive schools for all.
- DESE's Office of Public School Monitoring (OPSM) conducts Coordinated Program Reviews to assess school districts' compliance with education requirements, including selected federal and state civil rights requirements. OPSM offers the following resource for districts: [Civil Rights Tool Kit: LEA Equity Activity Guide and CR 24/25 Toolkit from The Office of Public School Monitoring](#). This guide can help district and school staff deepen their understanding of bias and how to counteract it, promote cultural competency for staff, and foster a safe and inclusive learning environment for all students.

II. Private Organization Resources

Anti-Defamation League (ADL)

PURPOSE:

- *The Anti-Defamation League (ADL)* is an anti-hate organization focused on fighting antisemitism and bias, using innovation and partnerships to drive impact. *ADL* provides anti-bias education through professional learning, educational programs, resources, and strategies to build and sustain equitable and inclusive environments. The *ADL* has a [New England office](#).

LINK:

- <https://www.adl.org/about/education>

FORMAT:

- Educational Programs
- Online Courses
- Classroom Resources (Lesson Plans, Teaching and Discussion Guides)
- Other: Tools and Strategies, Learning Digital Kits, Webinars, Family Resources

CONTENT:

- [Collections of educational resources](#) are organized by theme and can assist educators, students, and families in understanding and challenging biased behavior. Each collection includes lesson plans, teaching strategies, children's literature, blogs, family tools, and other resources.
- Guides for responding to [school-based bias incidents](#) and responding to [school sports-related bias incidents](#) offer best practices to help educators and school administrators strengthen their responses to school-based incidents of bias and bigotry.
- Mini-lessons are short, interactive, online lessons for K-12 educators, school and district leaders, and student support staff. Topics include lessons on [antisemitism](#) and [responding to bias incidents](#).

Council on American-Islamic Relations (CAIR)

PURPOSE:

- *The Council on American-Islamic Relations (CAIR)* is the largest American Muslim civil rights and advocacy organization in the United States, with affiliate offices nationwide. Its mission is to enhance understanding of Islam, protect civil rights, promote justice, and empower American Muslims. *CAIR* works to promote a positive image of Islam and Muslims in America through media relations, lobbying, education, and advocacy.

LINK:

- <https://www.cair.com/resources/guides-and-toolkits/>

FORMAT:

- Know Your Rights Guides
- Civil Rights Reports
- Guides, Handbooks, and Toolkits
- Workshops (predominantly in Washington, DC)

CONTENT:

- The [Guide Against Bullying and Bias in Schools: Practical Steps for Youth and Their Families](#) offers support for Muslim youth navigating and responding to instances of bullying that they may experience as well as advising families as to what they can do to help.

Courageous Conversation (A Project of the Pacific Educational Group)

PURPOSE:

- *Courageous Conversation* engages in sustained partnerships featuring training, coaching, and consulting with organizations to transform beliefs, behaviors, and results so people of all races can achieve at their highest levels and live their most empowered and powerful lives.

LINK:

- <https://courageousconversation.com/>

FORMAT:

- Dialogue Protocol
- Virtual Learning

CONTENT:

- Opportunities for training on the [protocol](#) for effectively engaging in, sustaining, and deepening interracial dialogue. Through its Framework for Systemic Racial Equity Transformation, the protocol helps educators address persistent racial disparities intentionally, explicitly, and comprehensively.
- [Virtual learning platform](#) that offers courses designed to help leaders, educators, students, parents, administrators, and community participants understand the impact of race on student learning and investigate the role that racism plays in institutionalizing achievement disparities.

Essential Partners

PURPOSE:

- *Essential Partners* helps people build relationships across differences to address their communities' most pressing challenges. *Essential Partners* collaborates with civic groups, schools, faith communities, colleges, and organizations to build a culture of connection, a deeper sense of belonging, as well as mutual understanding and trust across differences of values, beliefs, and identities. This is accomplished by: (1) training people in their trademark approach; (2) through long-term support, coaching, and mentorship; (3) initiatives to shift community or

institutional cultures; (4) crafting new programs and resources with clients; (5) facilitating dialogue around particularly explosive issues; and (6) continuous research, evaluation, and innovation.

LINK:

- <https://whatisessential.org/resources/guide-dialogues-about-israel-palestine>

FORMAT:

- Trainings, Workshops, Events
- Research Publications
- Guides, Handouts, Scripts
- Exercises, Lesson Plans, Syllabi
- Other (e.g., Podcasts, Videos)

CONTENT:

- The [Essential Guide to Dialogues about Israel-Palestine](#) offers advice, general principles, and instructions to help facilitate a constructive conversation about Israel-Palestine in multiple contexts, including but not limited to dialogue facilitators, college or secondary educators, and faith leaders.

Facing History & Ourselves

PURPOSE:

- *Facing History & Ourselves* uses lessons of history to challenge teachers and their students to stand up to bigotry and hate by helping teachers and students face our collective histories and understand how they inform attitudes and behaviors in today's world.

LINK:

- <https://www.facinghistory.org/>

FORMAT:

- Educator Workshops, Courses, and Seminars
- Webinars
- Self-Guided Workshops
- Teaching Strategies
- Curricula, Lesson and Unit Plans

CONTENT:

- Learning opportunities for educators via [in-person professional development and webinars](#), which aim to add more tools to educators' teaching toolboxes.
- [Sample lesson plans](#) include activities and resources for teaching current events, integrating the study of history and literature, and encouraging students to connect past events to current events in order to reflect on the choices they make today.

Gender Spectrum

PURPOSE:

- *Gender Spectrum* works to create a gender-inclusive world for all children and youth by collaborating with families, organizations, and institutions to increase their understanding of gender and the implications of evolving views.

LINK:

- <https://www.genderspectrum.org/>

FORMAT:

- Guidance
- Toolkits
- Model Policies
- Support Plans

CONTENT:

- [Resources range](#) from model policies to toolkits and support plans, all of which aim to create classrooms that are welcoming to children within any school community.
- *Gender Spectrum*, in collaboration with the *National Center for Lesbian Rights*, *Human Rights Campaign*, *American Civil Liberties Union*, and *National Education Association*, created the guidance document [Schools in Transition](#), which provides practical recommendations and field-tested tips on how to support transgender students in K-12 schools.

GLSEN

PURPOSE:

- *GLSEN*'s mission is to ensure that LGBTQ+ students are able to learn and grow in a school environment free from bullying and harassment. *GLSEN* does so through original research into evidence-based solutions for K-12 education, authoring or supporting developmentally-appropriate resources for educators, and coordinating a network of chapters across numerous states, among other initiatives.

LINK:

- <https://www.glsen.org/>

FORMAT:

- Lesson Plans and Curricula
- Professional Development Workshops
- Educator Guides
- National School Climate Survey
- Model District Policy
- Safe Space Kits
- Webinars

CONTENT:

- [Curricular materials](#), including sample standards and lesson plans, to foster a collaborative and inclusive classroom for LGBTQ+ students, improve school climate, and build leadership.
- [Educator guides](#) offer resources for specific Days of Action (e.g., Solidarity Week, Day of Silence) and for bringing LGBTQ+ visibility into the curriculum.
- [Professional development resources](#) include an educator training program with a series of modules, often offered by local GLSEN chapters.
- [Model district policy](#) outlining model language and policies to comply with federal laws and best practices for schools to ensure that all students are safe, included, and respected in school, regardless of their sex characteristics, sexual orientation, or gender identity.
- Position statement on [civil rights principles for safe, healthy, and inclusive school climates](#) and a [Claim Your Rights](#) document for students.
- Local [Massachusetts chapter](#).

History UnErased

PURPOSE:

- *History UnErased* provides K-12 LGBTQ+-inclusive and intersectional US history curriculum to supplement mainstream courses and improve the history, civics, and social studies education all students receive.

LINK:

- <https://unerased.org/>

FORMAT:

- Curriculum
- Podcasts

CONTENT:

- Curriculum and instructional resources are targeted to grades K-12. The educator resources include digital content, virtual professional learning opportunities, and ongoing regular support opportunities (e.g., monthly office hours).

Interaction Institute for Social Change (IISC)

PURPOSE:

- *IISC*'s mission is to build collaborative capacity in individuals, organizations (including school districts), and networks working for social justice and racial equity.

LINK:

- <https://interactioninstitute.org/>

FORMAT:

- Trainings and Workshops
- Leadership Development
- Facilitation
- Strategic Planning

CONTENT:

- [Workshops and trainings](#) provide participants with the opportunity to learn and practice the skills and tools of collaboration so that they can build and operate organizations with greater social impact.
- [Services](#), such as consulting and network building, are available from *IISC* staff who work with individuals, organizations, networks, and communities that are committing to collaborative, transformational, and long-term change for racial equity and social justice.

Learning First Alliance (LFA)

PURPOSE:

- *Learning First Alliance (LFA)* is an alliance of associations advancing trust, investment, and equity in public education for each and every learner. *LFA* is composed of numerous [education organizations](#), including AASA/The School Superintendents Association, the American Federation of Teachers, the National Association of Elementary School Principals, the National Association of Secondary School Principals, the National Education Association, the National PTA, and the National School Boards Association, among others.

LINK:

- <https://learningfirst.org/>

FORMAT:

- Publications
- Mental Health Resources
- Podcasts

CONTENT:

- [Creating Safe, Equitable, Engaging Schools](#) helps school leaders make sense of the various evidence-based resources and frameworks designed to support the whole child.
- *LFA* also directs schools to additional materials from its member organizations.

Learning for Justice (A Project of the Southern Poverty Law Center)

PURPOSE:

- *Learning for Justice* works with educators, caregivers, and communities to prepare children and youth to be active participants in a diverse democracy. With an emphasis on social justice and anti-bias, *Learning for Justice* provides free educational resources and offers engagement opportunities (e.g., conferences, workshops) to help

foster shared learning and reflection.

LINK:

- <https://www.learningforjustice.org/>

FORMAT:

- Classroom Resources
 - Lessons and Learning Plan Builder
 - Student Texts and Tasks
 - Teaching Strategies
 - Other: Film Kits, Mix It Up!, Printable Posters
- Professional Development
 - Workshops and Webinars
 - Virtual Learning Cohorts
 - Facilitator Guides
 - Self-Guided Learning
 - Other: Podcasts, Read-Along Series, Youth in Front
- Magazine & Publications

CONTENT:

- Classroom resources include lessons and tools for lesson planning as well as specific programming. For those unsure where to begin, *Learning for Justice* recommends its [Social Justice Standards](#), which include anchor standards and age-appropriate learning outcomes.
- Professional development tools include scheduled workshops, learning modules, self-assessments, and other resources to help educators enhance their teaching strategies and help administrators shape their school communities.
- Relevant publications include [Critical Practices for Social Justice Education](#) and [Responding to Hate and Bias at School](#).

Massachusetts Department of Elementary and Secondary Education's (DESE) Safe Schools Program for LGBTQ Students

PURPOSE:

- The *Safe Schools Program* is a joint initiative of the Department of Elementary and Secondary Education (DESE) and the Massachusetts Commission on LGBTQ Youth. The initiative offers various resources and services to help schools implement state laws impacting LGBTQ+ students.

LINK:

- <http://www.doe.mass.edu/sfs/lgbtq/>

FORMAT:

- Training and Technical Assistance

- Curricula
- GSA Leadership Council

CONTENT:

- [Training programs](#) for educators and student leaders on topics related to sexual orientation, gender identity, and school climate, among others.
- Curricular resources, including [model units](#), [inclusive materials](#), and an [inclusive reading list](#), that will help students value the contributions of LGBTQ+ individuals and understand their place in history, literature, and other fields.
- Website offers additional resources, including references to applicable state laws, guidance, and model policies.

National Association of School Psychologists (NASP) Guidance for Reinforcing Safe, Supportive and Positive Environments for All Students

PURPOSE:

- *The National Association of School Psychologists (NASP)* is a professional association representing more than 25,000 school psychologists, graduate students, and related professionals throughout the United States and an additional 25 countries worldwide. The *NASP* vision is that all children and youth access the learning, behavior, and mental health support needed to thrive in school, at home, and throughout life.

LINK:

- <https://www.nasponline.org/>

FORMAT:

- Recommend Resources
- Podcasts
- Guidance

CONTENT:

- [*NASP Guidance for Reinforcing Safe, Supportive and Positive School Environments for All Students*](#) provides tips for supporting children and youth in schools, emphasizing the role of schools in creating positive learning environments for all students and the role of educators as facilitators for respectful discussions.

Safe Schools and Communities Program at Greater Boston PFLAG

PURPOSE:

- The mission of *Greater Boston PFLAG* is to advocate for and advance equity and societal affirmation of LGBTQ+ people by building and strengthening loving families, safe communities, and a diverse and inclusive society.

LINK:

- <https://gbpflag.org/>

FORMAT:

- Resources for Allyship and Communities of Care
- Trainings
- Workshops
- Reading Lists
- Recommended Resources from Related Organizations

CONTENT:

- [Safe Schools and Communities Program](#) offers customizable trainings for students, parents, educators, and administrators, among others, to foster a more inclusive environment.

Teaching for Change

PURPOSE:

- *Teaching for Change* provides teachers and parents with the tools to create an environment where students learn to question and re-think the world both inside and outside the classroom, to build a more equitable and multicultural society, and to become active global citizens. Their professional development, publications, and parent organizing programs serve teachers, other school staff, and parents.

LINK:

- <https://www.teachingforchange.org/>

FORMAT:

- Professional Development
- Lessons and Resources
- Book Lists
- Publications
- Family Engagement

CONTENT:

- Lessons and teaching guides focused on topics such as confronting and eliminating barriers of [prejudice and misinformation](#), critically reflecting on issues of [social justice](#) and systemic racism, and addressing the root causes of [Islamophobia](#).
- Curated list of [social justice books](#) for children and adults to identify and make available multicultural and social justice books.
- [Tools aimed at parents and guardians](#) alongside strategies to engage in meaningful discussion with educators surrounding shared goals of social justice and equity.

Teaching Young Children to Understand and Accept Differences (A Project of Lesley University)

PURPOSE:

- *Teaching Young Children to Understand and Accept Differences* provides educators and schools with strategies to promote the creation of a community that supports all dimensions of human differences. With a focus on young learners, it helps educators introduce a working concept of diversity that addresses the impact of social stereotypes, bias, and discrimination in children's development and interactions.

LINK:

- <https://lesley.edu/article/teaching-young-children-to-understand-and-accept-differences>

FORMAT:

- Teaching Strategies

CONTENT:

- Five teaching strategies that can be incorporated into learning environments to work towards creating an anti-bias classroom.
- Directs educators and others to [*Leading Anti-Bias Early Childhood Programs: A Guide for Change*](#) for program leaders working to create a culture for anti-bias work.

Ten Ways to Fight Hate: A Community Response Guide (A Project of the Southern Poverty Law Center)

PURPOSE:

- The *Southern Poverty Law Center (SPLC)* is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of society through litigation, education, and other forms of advocacy. *SPLC* created the *Ten Ways to Fight Hate: A Community Response Guide*, an educational tool for local communities who want to combat hate.

LINK:

- <https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>

FORMAT:

- Guide

CONTENT:

- [*Ten Ways to Fight Hate*](#) guide offers ten ways to fight hate and discrimination and provides a whole-community approach.

The National Association for the Education of Young Children (NAEYC): Anti-Bias Education for Young Children and Ourselves

PURPOSE:

- *NAEYC* is a professional membership organization focused on creating and promoting high-quality early education for all young children (i.e., from birth through age 8) by connecting early childhood practice, policy, and research. *NAEYC* has published a

resource book entitled *Anti-Bias Education for Young Children and Ourselves*.

LINK:

- <https://www.naeyc.org/resources/pubs/books/anti-bias-education>

FORMAT:

- Book

CONTENT:

- *Anti-Bias Education for Young Children and Ourselves* (available in print and in e-book format) provides early educators a resource for developing inclusive curricula and classrooms.

The National SEED Project (SEED) (A Project of the Wellesley Centers for Women at Wellesley College)

PURPOSE:

- *The National SEED Project (SEED)* trains participants to become *SEED* leaders who then guide their peers from their organization in self-reflective conversations, driving change toward diversity, equity, and inclusion while centering wholeness, wellness, and social justice. *SEED* leaders build community by guiding their colleagues in interactive exercises and conversations often sparked by personal reflection, videos, and readings, using methods of intentionally structured group conversation to create learning environments that include input from all voices.

LINK:

- <https://www.nationalseedproject.org/>

FORMAT:

- Trainings
- Recommended Resources
- Regional Events and Workshops

CONTENT:

- [Training opportunities](#) to prepare new participants to lead, and support existing *SEED* leaders in leading, [SEED seminars](#) in communities where they are already employees or members.
- [Online community](#) available to help *SEED* leaders support their peers and share resources.

Tools to Fight Hate: Know Your Rights Palm Card (A Project of Lawyers for Civil Rights)

PURPOSE:

- *Lawyers for Civil Rights* works with communities of color and immigrants to fight discrimination and foster equity through creative and courageous legal advocacy, education, and economic empowerment.

LINK:

- <https://lawyersforcivilrights.org/our-impact/immigrant-rights/tools-to-fight-hate-know-your-rights-palmcards-2/>

FORMAT:

- Handout/Palm Cards

CONTENT:

- [Know-Your-Rights Palm Cards](#) provide students, parents, educators, and administrators with a brief overview of how to protect themselves and others from hate incidents.

VISIONS, Inc.

PURPOSE:

- *VISIONS'* mission is to empower the creation of environments where differences are recognized, understood, appreciated, and utilized for the benefit of all through both time-tested and innovative training and tools, public advocacy, and consulting models addressing the personal, interpersonal, cultural, and institutional levels.

LINK:

- <https://www.visions-inc.org/>

FORMAT:

- Workshops and Trainings
- Organizational Development Consultation
- Youth Engagement
- E-Learning
- Podcasts
- Webinars

CONTENT:

- Tiered [workshops and trainings](#) focused on topics such as identifying unconscious bias and misinformation, communicating more effectively across difference, recognizing barriers to inclusion, and facilitating change in groups and organizations to create an environment of inclusion, among other topics.
- [Organizational consultation services](#) to assess organizational culture and address the challenges unique to them.
- [Youth engagement programs](#) that provide workshops, technical assistance and training for youth, and the adults who support them.

Welcoming Schools (A Program of the Human Rights Campaign Foundation)

PURPOSE:

- *Welcoming Schools* offers a comprehensive bias-based bullying prevention program to provide LGBTQ+ and gender inclusive professional development training, lesson

plans, booklists, and resources specifically designed for educators and youth-serving professionals, with the goal of improving school climate.

LINK:

- <http://www.welcomingschools.org/>

FORMAT:

- School- and District-Based Training
- Virtual and In-Person Professional Development
- Lesson Plans
- Recommended Student Books
- Videos

CONTENT:

- [Professional development trainings](#) conducted by facilitators for educators in schools and districts to help school staff work together to identify areas of change within the school and to provide strategies to make sure that all students feel included.
- [Lesson plans](#) designed to make classrooms more welcoming, inclusive, and safe, covering four umbrella topics: gender, family, LGBTQ+ inclusive, and bullying.
- [Videos](#) for educators to show in their community to help foster a safe and more welcoming classroom environment.