

## Talking to Your Students About Harassment & Bullying

With the passage of the Bullying Bill, teachers are legally and ethically mandated to do whatever is necessary to stop harassment against all students. What can you do? One easy tool is called **STEM**, which stands for **Stop, Teach, Employ/Enforce and Monitor**.

### Stop:

- "Cut that out."
- "That is an unacceptable remark."
- "We do not treat people like that here at (name of school)."
- "That behavior is out of line."

### Teach:

- "Your remark was a stereotype. Stereotypes are a type of lie that hurts people's feelings."
- "That was a put down."
- "What you are doing is bullying. It is against school rules."
- "You may not mean to hurt someone but that gesture is offensive."

### Employ:

- Let the targeted student talk openly and tell their side of the story.
- Let him or her know that you are on their side.
- Discuss some ways he or she can protect him or herself in the future.

### Enforce:

- Investigate, discipline and educate the harasser.
- Encourage the targeted student to report retribution to staff.
- Arrange for staff to be present wherever harassment has been occurring.

### Monitor:

- Check in with the targeted student.
- Check in with the harasser.
- Keep a record.
- Continue to educate yourself, your co-workers and your students on bullying and bias-based harassment.

**When students are safe, teachers can teach and students can learn.**

For more information on resources to help reduce violence in your school, call KCSARC's Education Department at (425) 226-5062.

You can also contact KCSARC's 24-hour Sexual Assault Resource Line at **1.888.99.VOICE** for information, referrals, or immediate assistance.