

Discriminatory and Harmful Language Protocol



Interrupt

Interrupt discriminatory language. Example, "please stop using that word" or "let's talk for a minute about what is being said right now."



Identify

Discriminatory comments are often based on: actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex.



Educate

Describe why the language is harmful and/or prohibited. Example, "you might not fully understand the history behind that word. Those comments are extremely painful for__ because __."



Support

Ensure the immediate safety of the individual who experienced discrimination. Communicate their value in our community. Indicate the next steps that will be taken.



Report

Speak with an administrator (or case manager) about the incident to determine next steps (i.e., restorative response or DASA process). Document the incident if your school has a procedure for this.

LINK: [Monroe One Code of Conduct](#)
LINK: [10 Tips for Talking about Race](#)
LINK: [The N-word in Curriculum & Instruction](#)
Link: Monroe.edu/Equity



monroe one
EDUCATIONAL SERVICES