



EMBRACE CIVILITY

Be Kind and Inclusive

WHAT IS CIVILITY?

Respectful Kind *Get Along* Respect Differences CIVILIZED
 Social Justice *Work Together*
 Courteous Self-Respect **Diversity** Compassion
 Inclusion *Good Citizenship Community*

POSITIVELY POWERFUL STRATEGIES

Reach Out

- ✓ I will reach out to be kind to those who have been treated badly or left out.
- ✓ I will help others think things through or resolve conflict.

Say "Stop"

- ✓ If it is safe, I will publicly tell someone being hurtful to stop.
- ✓ I will help someone who was hurtful stop, own it, and fix it.

Report Concerns

- ✓ If it is a serious situation, I will tell an adult who can help.

Stop, Own It, and Fix It

- ✓ I will always remember that my choices show who I truly am.
- ✓ I will stop myself and make things right if I have been hurtful.

Be Positively Powerful

- ✓ If someone is hurtful, I will respond in a powerfully positive way.
- ✓ I will focus on the good and make a positive difference.

CHOOSE TO BE A HELPFUL ALLY

When I see someone being hurtful, I know I have a choice. I can be a:



Hurtful
Participant



Passive
Observer



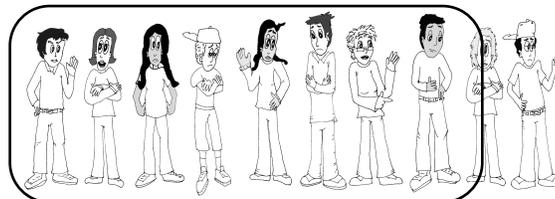
Helpful
Ally

A Helpful Ally

- ✓ Reaches Out.
- ✓ Says, "Stop."
- ✓ Reports Concerns.

WHAT STUDENTS THINK

The majority of students do NOT like to see other students be hurtful.



Students admire those who:

- ✦ Are respectful and kind to others.
- ✦ Reach out to help someone who has been treated badly.
- ✦ Try to include someone who has been excluded.
- ✦ Tell someone being hurtful to stop.
- ✦ Help someone being treated badly leave the situation.
- ✦ Help someone who was hurtful make things right.
- ✦ Help other students resolve an argument or conflict.
- ✦ Were treated badly, but stood tall and responded in a positive way.
- ✦ Tell an adult if it is serious or has not stopped.
- ✦ Were hurtful, but stopped and made things right.

Students do NOT admire those who:

- ✦ Think it is "cool" to put others down.
- ✦ Say disrespectful and hurtful things to others.
- ✦ Laugh when seeing someone being treated badly.
- ✦ Create "drama" to get attention.
- ✦ Encourage students to exclude those they consider "different."
- ✦ Encourage someone who is being hurtful.
- ✦ Ignore hurtful situations involving others.

Students have mixed feelings about those who:

- ✦ Were treated badly and retaliated.

HOW STUDENTS DESCRIBE A HELPFUL ALLY

Awesome **Brave** Amazing Nice
 Confident Strong **Kind** Friend Responsible
Caring Respectful **Hero** Leader
Courageous Smart Admirable

REACH OUT

- ✓ I will reach out to be kind to those who have been treated badly or left out.
- ✓ I will help others think things through or resolve conflict.



WHY I WOULD HELP

- ✓ If I see someone being treated badly, but am afraid to reach out to help, I will think of this:
 - How I would feel if someone treated me badly and no one reached out to me?
 - How I would feel about myself if I could have reached out to be kind, but didn't?

Why would you want to help?

WAYS TO REACH OUT TO BE KIND

- ✓ Tell him that you did not like what happened and you want to help.
- ✓ Post a friendly note on her locker.
- ✓ Text him to make sure he is okay.
- ✓ Smile and say, "hi" when you see her.
- ✓ Ask him to join you for lunch.
- ✓ Offer to go along to report to an adult.
- ✓ Work with her on a team project.

HOW TO INTERVENE

- ✓ If I see someone being treated badly, I will:
 - Assess the situation. Is it safe for me to do anything?
 - If this is not safe to do anything, I will immediately report this to someone who can help.
 - Take a deep breath and stand tall.
 - Ignore the one being hurtful.
 - Go up to the one being treated badly and start a conversation on something totally unrelated to the hurtful situation.
 - Continue to ignore the one who is being hurtful and encourage the one who was being treated badly to walk away with me.
 - Then, help this person Think Things Through to determine what else to do.

HELP SOMEONE THINK THINGS THROUGH

- ✓ I will make sure he or she has calmed to be able to think clearly.
- ✓ Then I will discuss with this person:
 - What actually happened?
 - What do you want to achieve in response?
 - What several positive things could you do that use your personal strengths?
 - For each, what challenges might you face and how could you best meet these challenges?
 - Is each in accord with your values?
 - For each, what might happen?
 - What is your best first choice?
 - What else could you do if this does not work?
 - How will you determine success?"
- ✓ Assure this person you will help him or her continue to Think Things Through to reach a happy resolution.

HELP OTHERS RESOLVE CONFLICT

- ✓ I will help others resolve conflict by thinking things through:
 - Make sure both are calm.
 - Ask each to explain what happened and how this made them feel.
 - Reflect back: "You are feeling __, because __."
 - Make sure both understand the other.
 - Ask them to brainstorm a number of solutions that would allow them both to be happy.
 - Help them agree what they will try first and if this does not work, what they will try next.
 - Ask them to "shake hands" on their agreement.
 - Check back later to see if things are okay.



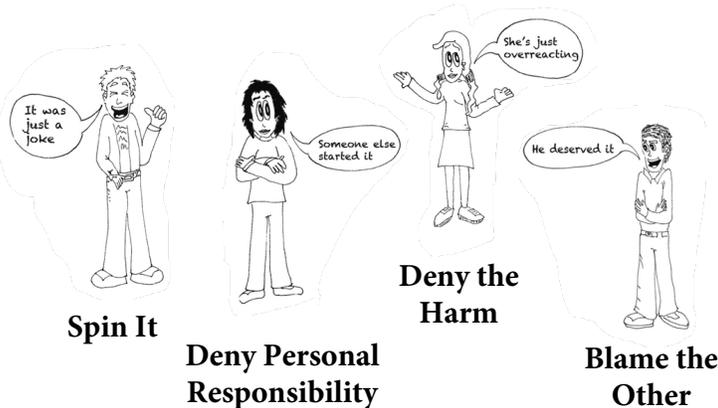
SAY "STOP"

- ✓ If it is safe, I will publicly tell someone being hurtful to stop.
- ✓ I will help a friend who was hurtful to stop, own it and fix it.



RECOGNIZE EXCUSES

- ◆ When people are hurtful, they often make excuses to try to make it seem they have not really done anything wrong. Listen for these kinds of excuses:

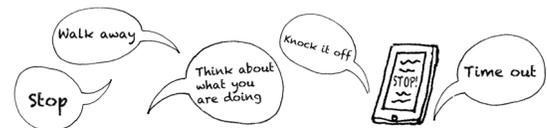


IMPORTANT GUIDELINES

- ✓ Keep yourself safe.
- ✓ Work with others as a team.
- ✓ Strive not to increase attention to the one being hurtful.
- ✓ Don't get into an argument.
- ✓ Don't retaliate.

WAYS I CAN SAY "STOP"

- ✓ "How would you feel if someone did that to you?"
- ✓ "This really isn't funny."
- ✓ "We don't do stuff like that here."
- ✓ "Why are you doing this?"
- ✓ "Please walk away and chill out."
- ✓ "Please use another word."



HELP A HURTFUL FRIEND STOP, OWN IT, AND FIX IT

- ✓ I can help a hurtful friend stop, own it, and fix it by asking:
 - How would you feel if someone did that to you?
 - Why did you think this was okay? (*Point out your friend's excuses.*)
 - What do you think others think about what you said or did? (*Point out what others think about those who are hurtful.*)
 - Are you willing to own it? (*Encourage accountability.*)
- ✓ I can encourage my friend to make things right. (*Point out how others admire someone who owns it and fixes it.*)
- ✓ I will help my friend Think Things Through to decide how to fix it.
 - What are the possible powerful positive strategies?
 - Is each in accord with your values and strengths?
 - For each strategy, what might happen?
 - What is the best first strategy?
 - If that doesn't work, what else could you do?
- ✓ I can decide what I am going to do if my friend refuses to stop, own it, and fix it. I will think:
 - Are my friend's values in accord with my own?
 - How might others think of me if it appears I support my hurtful friend?



REPORT CONCERNS

✓ If it is a serious situation, I will tell an adult who can help.

WHEN I WILL REPORT CONCERNS

- ◆ Someone might physically hurt another person or him or herself.
- ◆ Someone appears to be distressed, angry, or out of control.
- ◆ Someone has warned that “something big” is going to happen or he or she is going to do “something stupid.”
- ◆ Someone indicates that he or she might harm or kill him or herself, might be harmed or killed, or might end up in jail.
- ◆ Someone is angry and showing off weapons.
- ◆ Someone appears to be saying “good bye” when there is no obvious reason for this.
- ◆ A group is being hurtful.
- ◆ An adult is being hurtful to a young person.
- ◆ Someone has tried to get a hurtful situation to stop and it has not worked.
- ◆ It is not safe to do something by myself.

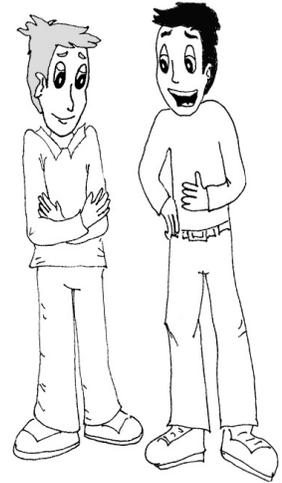


HOW I WILL REPORT CONCERNS

- ✓ Tell the whole story:
 - Who is involved.
 - What happened.
 - When and where.
 - Why this is happening, if you know.
- ✓ Tell an adult who can help:
 - At school: Principal, counselor, or other staff.
 - At a youth group: Adult staff.
 - Online: Abuse report on site and someone locally.
 - If possibly really serious: Call 9-1-1.
 - Not sure: Parent, guardian, or other trusted adult.
- ✓ If the first adult I tell does not respond effectively, I will tell another adult.

STOP, OWN IT, AND FIX IT

- ✓ I will always remember that my choices show who I truly am.
- ✓ I will stop myself and make things right if I have been hurtful.



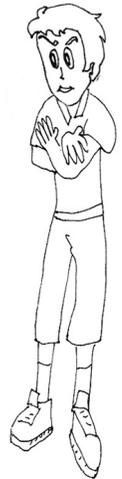
WHY I WOULD NOT BE HURTFUL

- ◆ Thoughts on why I would not be hurtful:
 - How I would feel if someone did this to me or to someone I care about.
 - How I would feel about myself because of how this reflects on me.
 - It is against my values to be hurtful to others.
 - How I would make the other student feel.
 - What my mom, dad, or other adult whose opinion I value would think.
 - What my friends would think.
 - How this might damage my reputation.
 - That I might get into trouble.

Why would you not be hurtful?

AVOID THE CYCLE OF HURT

- ◆ The Cycle of Hurt starts with hurtful act or a student's perspective that someone has been hurtful, which leads to retaliation, which is followed by more retaliation, and on this goes with everyone ending up feeling bad.
- ✓ If someone has been hurtful to me and I feel like retaliating, I will think about this:
 - I can remain calm.
 - I can choose not to let another person control how I feel about myself or act.
 - I know that people can change and just because someone was hurtful does not mean he or she will continue to be hurtful.
 - I can Think Things Through to find a positive way to respond.



HOW I CAN STOP, OWN IT, AND FIX IT

- ✓ If I was hurtful, I will realize that I can change, make better choices, and make things better for one who I harmed. I will:
 - Walk away and calm myself.
 - Think Things Through about what I did and what I was trying to accomplish.
 - Think about the excuses I made.
 - Dig deeper and think about what is going on inside of me that lead me to treat someone badly.
 - Acknowledge that what I did was wrong.
 - Take steps to make things right.
 - If things are not right for me, ask for help.

BE POSITIVELY POWERFUL

- ✓ If someone is hurtful, I will stand tall and respond in a positive way.
- ✓ I will focus on the good and make a positive difference.

I STAY CALM

- ✓ I know that when I remain calm, I make better choices.
- ✓ If anything happens that upsets me, I will take a deep breath and remind myself to stay calm.

I KEEP MY PERSONAL POWER

- ✓ I know that I cannot control how others might treat me.
- ✓ However, I can control how I respond.
- ✓ I will never give anyone the power to control how I feel about myself or act.
- ✓ I know that I am awesome!

I STAND TALL

- ✓ When I stand tall, this increases my feelings of self-confidence.
- ✓ I will always stand tall, hold my head high, and walk with pride.

I USE MY STRENGTHS

- ✓ I know my strengths and will use my strengths to respond in difficult situations.

Creativity Curiosity **Judgment** *Love of Learning* *Wisdom*

Bravery *Perseverance Honesty Zest* **LOVE** *Kindness*

Social Intelligence Teamwork **Fairness** *Leadership Forgiveness*

Humility Prudence **SELF-CONTROL** *Appreciation of Excellence*

Gratitude **HOPE** *Humor Spirituality*

I BUILD MY FUTURE

- ✓ I explore what I want to accomplish in my life.
- ✓ I create personal goals, take steps to achieve these goals, and effectively respond to challenges along the way.

I RESPOND EFFECTIVELY

- ✓ If someone is hurtful, I will:
 - Remain calm and stand tall.
 - Think to myself, "I choose not to give you the power to make me feel bad."
 - Remember, this person wants attention, so not do anything that gives this person attention.
 - Decide whether I can or should respond immediately.
 - If I respond, keep it short, calm, and powerful.
 - Hold my head high and walk away with pride.
 - If online, capture the post, report abuse, and block and do not respond.
 - Think Things Through to decide what else to do.
 - Stop, own it and fix it if I have also been hurtful.
 - Within the next hour, reach out to be kind to three other people, because this will make me and the world feel better.



I THINK THINGS THROUGH

- ✓ I will think of a way to respond that is positive and powerful.
 - What actually happened?
 - What do I want to achieve in response?
 - What several positive things could I do that use my personal strengths?
 - For each, what challenges might I face and how could I best meet these challenges?
 - Is each in accord with my values?
 - For each, what might happen?
 - What is my best first choice?
 - What else could I do?
 - How I will determine success?
- ✓ If I am not sure what to do or this has not worked, I will talk with a friend or a trusted adult.

I FOCUS ON GOOD

- ✓ I am thankful for the good things happening in my life.
 - People who make me feel great.
 - Great things that happen each day.
 - What I do that I am proud of.

I MAKE A POSITIVE DIFFERENCE

- ✓ Every day, I will reach out to be kind to others and to make a positive difference in this world.

