



## ***No Place for Hate*<sup>®</sup> Program Guide**

Thank you for your interest in the *No Place for Hate*<sup>®</sup> program. *No Place for Hate*<sup>®</sup> is a model program for reducing bias, bullying and name-calling, celebrating diversity, and creating more inclusive learning environments. *No Place for Hate*<sup>®</sup> provides a unique opportunity to incorporate new and existing programs with one consistent message and connects your school to a larger initiative taking place throughout the Southeast and in other cities across the nation. The schools that benefit most from this program make it visible and incorporate its message of respect into the fabric of daily school life and school culture.

*No Place for Hate*<sup>®</sup> becomes, as one teacher puts it, “the way we do things here.”

Your school has the opportunity to earn its *No Place for Hate*<sup>®</sup> designation by making a commitment to complete the following steps during the course of the school year:

- 1. Establish a *No Place for Hate*<sup>®</sup> Committee or “club.” Make sure the team represents the diversity of the school. Try to include faculty, administrators, parents, students, and community members (e.g. any business or corporate sponsors, after school programs you work with, etc.) to spearhead the program. For student members, make sure they represent various social groups/networks also!**

Each school's *No Place for Hate*<sup>®</sup> Committee provides a useful foundation for developing infrastructures that are better equipped to handle school conflict and community concerns. Student involvement is encouraged in middle and high schools. *From this group, there should be one or two individuals serving as contacts with ADL.*

One of the first steps for the Committee is to complete a School Assessment Form. The Assessment is designed to elicit a variety of opinions and answer questions about the demographic make up of the school and what types of resources and programs are present and/or needed for both staff and students. The Assessment enables you to identify priorities and focus your *No Place for Hate*<sup>®</sup> projects. When completed by the Committee, this exercise inspires cohesion among the group as they identify their common goals. Email addresses returned to ADL on the Assessment will receive ADL education updates and information.

- 2. Adopt the Resolution of Respect (for middle and high schools) or *No Place for Hate*<sup>®</sup> Promise (for elementary schools) affirming a commitment to respect diversity.**

The Resolution (or Promise) affirms the school's commitment to creating an inclusive environment. It is up to the Committee to decide how to incorporate the Resolution (or Promise) in your school. How the Resolution or Promise is incorporated and officially “signed” is at the discretion of the administration and the *No Place for Hate*<sup>®</sup> Committee. Be creative! Schools have created murals, produced student-made public service announcements and incorporated the signing into homecoming activities. Displaying the Resolution or Promise in a public location is encouraged. It is important that everyone understand the objectives of the program and the expectation to treat one another with respect. We encourage schools to contact local media.

**3. Complete a minimum of three projects during the school year that celebrate diversity and/or address bias, bullying and name-calling.**

Research has indicated that bias, bullying and name-calling can be reduced with anti-bias and anti-bullying curricula and programs. ADL believes that recognizing and understanding differences can pave the way to reversing and preventing hatred and prejudice. Projects can be tailored to the specific needs of your school and may include cultural diversity, anti-bias and anti-bullying workshops by ADL's award-winning A WORLD OF DIFFERENCE® Institute (see last page of your Resource Guide for details on these ADL programs). Many sample projects can be found in the *No Place for Hate*® Resource Guide for schools, but we encourage you to be creative and develop your own. ***We want you to shape this program to meet your school's specific needs!***

To qualify as an official *No Place for Hate*® project, projects should be:

- **Consistent with the *No Place for Hate*® mission**

Projects should expose young people to other cultures and faiths, celebrate diversity and promote respect for differences. Ideally, projects will help young people put current events into historical context, challenge them to think critically, instill empathy and evoke a sense of "community."

- **School-wide**

Not every student needs to participate in every project, but projects should be open to all students or affect the student body as a whole. For this reason, an activity limited to one classroom would not be considered an official *No Place for Hate*® project. However, incorporating multi-cultural education into the curriculum would qualify as a project. Likewise, anti-bias or anti-bullying training for teachers would be a *No Place for Hate*® project, because all students will benefit.

- **Inclusive**

When planning a project, please be sensitive to the needs or restrictions of participants. Is the event being planned for a day that would restrict participation by some students because of religious observance? Will students with special needs have access? Who may feel excluded?

For each project, schools are requested to submit Project Approval and Fulfillment Forms. The Approval Form keeps ADL abreast of projects in schools and affords us an opportunity to provide resources that may be of assistance to you. Likewise, the Fulfillment Forms provides feedback on projects after they are completed. When possible, ADL requests that schools send photos, videos or news stories related to completed projects. Photos submitted with signed parental photo release forms (available on request) may be included in ADL publications, gaining your school wider recognition.

### **Designation as a *No Place for Hate*® School**

Near the end of the year, you will be asked to complete an End of Year Assessment. This Assessment provides an opportunity for you to reflect on projects implemented, evaluating what worked and what did not and assessing any changes in school climate. ADL uses the Assessment to evaluate the program as a whole and make improvements from year to year.

Upon completion of the three projects, you are eligible for designation as a *No Place for Hate*® School. Similar to the Resolution signing, the designation is meant to be a school-wide event. Schools have planned special assemblies to highlight projects or have incorporated the designation into a larger assembly, dance or school event. A representative from ADL will present the school with a banner designating your school *No Place for Hate*®. Local and regional media are notified.

Creating more inclusive learning environments is a process over time. Schools are encouraged to build upon the progress made the first year and maintain the *No Place for Hate*<sup>®</sup> designation by completing three new projects the following year.

## **Support from the Anti-Defamation League**

Providing students with a consistent message and connecting each school's efforts to the larger regional campaign are vital components of the *No Place for Hate*<sup>®</sup> program. As such, we offer the following support and resources:

- **Program Support:**

When possible, a representative from the ADL will meet with you in the beginning of the year as you begin to implement the program. If this is not possible, a school visit will be arranged for another time during the school year. Conference calls with staff can be arranged as needed and ADL representatives are available by phone and email to answer any questions or concerns you may have throughout the year. ADL also sends periodic updates and tips to school representatives via email.

- ***No Place for Hate*<sup>®</sup> Resource Guide:**

Faculty in each school receive a comprehensive *No Place for Hate*<sup>®</sup> Resource Guide (enclosed) with information on implementing the program and sample projects. It also offers information on how educators can create more inclusive classrooms and respond to and prevent bias and bullying.

- **Regional Events and Conferences:**

Periodically, ADL will team with our *No Place for Hate*<sup>®</sup> Project Partners to offer region-wide conferences and events for students from *No Place for Hate*<sup>®</sup> schools.

- **Anti-Bias Resources:**

By participating in *No Place for Hate* you become a part of ADL's world-wide network of schools participating in various diversity education programs. You are encouraged to take advantage of ADL's award-winning anti-bias programs and resources as you identify issues you would like to address at your school.

- **Media Coverage and Outreach:**

As our Project Partners, work with the ADL to promote our activities and campaigns and are developing new strategies to draw attention to *No Place for Hate*<sup>®</sup> schools. These include periodic stories on regional television shows, public service announcements, and recognition on their websites. ADL also provides advice and assistance for drawing local and regional attention to *No Place for Hate*<sup>®</sup> projects occurring in your school.

Included in this introductory folder are all of the necessary forms, copies of the Resource Guide (Please let us know if you need additional copies!), and information about some other ADL anti-bias resources. Also enclosed is a special supplement with "featured projects" that fulfill your *No Place for Hate* project requirements. Please do not hesitate to contact our office with questions or concerns. A representative from ADL will contact you in the coming weeks.

***For support and assistance, please contact:***

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