

CELEBRATING 10 YEARS OF NO PLACE FOR HATE® IN TEXAS SCHOOLS

**If we could** end hatred,

# Imagine

**what more we could do...**

**RESOURCE GUIDE  
LOOK INSIDE!**

\*How to Respond  
to Cyberbullying

\*Challenge  
Your Own Biases



COMMUNITY  
OF RESPECT

A NO PLACE FOR HATE® PROGRAM OF THE ADL



# A RESOURCE FROM THE ANTI-DEFAMATION LEAGUE

The Anti-Defamation League (ADL) is a non-profit organization dedicated to defending democratic ideals, safeguarding civil rights and combating prejudice, discrimination and bigotry of all kinds. Founded in 1913, "to stop the defamation of the Jewish people and secure justice and fair treatment to all," ADL has evolved as a leader in the development of materials, programs and services that build bridges of communication, understanding and respect among diverse racial, religious and ethnic groups worldwide.

Unfortunately, our world is still not free from bigotry and discrimination that can result from fear or ignorance. Yet, each of us has the ability to make a difference. Right now we need more voices rejecting bigotry and hatred and promoting respectful communities. This resource guide can help, and so can ADL's No Place for Hate® campaign and Community of Respect® Initiative. The No Place for Hate® campaign supports our schools' commitment to combating hate and building respect for all its members. This year, No Place for Hate®

will celebrate its 10th anniversary in Texas schools. To date, over 500 schools have earned the No Place for Hate® designation.

The Community of Respect® Initiative supports the efforts of businesses, houses of worship and organizations to promote respect and challenge prejudice and bigotry. Celebrating five years as a key program in the Southwest Region, over 150 agencies have participated in the Initiative. New community partnerships and collaborative efforts have taken place because of the Community of Respect® Initiative. Most recently, there has been an increase in the work done between No Place for Hate® schools and Community of Respect® partners which helps to increase awareness of the importance of diversity, mutual understanding and respect by providing resources and tools to the community at large.

This No Place for Hate® and Community of Respect® Initiative Resource Guide provides practical suggestions for combating prejudice in our homes, schools, workplaces, houses of worship and communities in which we live. It also includes a Calendar of Observances as a tool to increase awareness and sensitivity about religious, ethnic and cultural observances.

Our goal is to create more harmonious communities, classrooms and workplaces by combating bias and increasing an appreciation for the richness that diversity brings. We hope you will join us in this endeavor.

Sincerely

**Martin B. Cominsky**  
Director  
ADL Southwest Region

**Franklin J. Harberg, Jr.**  
Chair  
ADL Southwest Region

**Janet Pozmantier**  
Chair-Elect  
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**The Tocker Foundation**

**The Naomi and Martin Warren Family Foundation**

**Jeanne & Mickey Klein**

**Lily & Yigal Saad**



**Austin Post**

**The Harvey L. Miller Family Foundation**



**Rochelle & Alan Jacobson**

**Max & Rochelle Levit Family/Milton & Lee Levit Family**

# WHAT DID YOU JUST SAY? CHALLENGING YOUR OWN BIASES

Recent high profile episodes of public figures in the hot seat because of racist, homophobic, sexist or anti-Semitic remarks remind us of the power of words. The famous and powerful are not the only ones who make such comments. On a daily basis, people continue to hear and sometimes use words and phrases that demean, ridicule or demonstrate ignorance about people from different groups and backgrounds. If left unchecked, insensitive remarks can lead to scapegoating, name calling, social avoidance and other acts of prejudice and bigotry.

Prejudicial phrases and statements often come without warning, sometimes leaving youth and adults stunned, speechless and unsure of how to respond. Unfortunately, the typical response often is to say nothing, but ADL believes there is a better response. While often difficult to do, challenging bigoted and offensive remarks and jokes is critical to ensuring dignity and respect for all people.

Just as importantly, we must recognize that all people, including ourselves, have biases, developed consciously and unconsciously, and that it is important for us to check ourselves for stereotypes or misinformation that we may hold about people with backgrounds different from our own. This personal self-assessment checklist can help you identify your own strength and weaknesses.



## PERSONAL SELF-ASSESSMENT OF ANTI-BIAS BEHAVIOR CHECKLIST

### Directions:

1. Rate yourself on the following criteria. Try to be as honest with yourself as possible.
2. When you have completed the checklist, make a list of areas you think need improvement.
3. Create specific goals for becoming more non-discriminatory.

### Self-Discriminatory Behavior: Rate yourself. Use rating scale from 1 (never) to 5 (always)

- 1. I educate myself about the culture and experience of other racial/religious/ethnic/economic groups by attending classes, workshops, cultural events, reading, etc.
- 2. I spend time reflecting on my own childhood/upbringing to analyze my own biases and the ways I may have internalized the prejudicial messages I received.
- 3. I look at my own attitudes and behaviors to determine the ways they may be contributing to or combating prejudice in society.
- 4. I evaluate my use of language to avoid terms or phrases that are degrading or hurtful to another group.
- 5. I avoid stereotyping and generalizing about a person based on their group identity.
- 6. I value cultural differences and avoid statements such as I never think of you as a \_\_\_\_\_, which discredits differences.
- 7. I am comfortable discussing issues of racism, anti-Semitism and other forms of prejudice with others.
- 8. I am open to other people's feedback about ways in which my behavior may be culturally insensitive or offensive to others.
- 9. I give equal attention to other people regardless of race, religion, socioeconomic class, physical ability or other differences.
- 10. I am comfortable giving constructive criticism to someone of another race, gender, age or physical ability.
- 11. The value of diversity is reflected in my work, which includes a wide range of racial, religious, ethnic and socioeconomic groups, even when those groups are not personally represented in my community.
- 12. I work intentionally to develop inclusive practices, such as considering how the time, location and cost of scheduled meetings and programs might inadvertently exclude certain groups.
- 13. I work to increase my awareness of biased content in television programs, newspapers and advertising.
- 14. I monitor the environment in my home, my office, my house of worship and child's school, to ensure that visual media represent diverse groups, and I advocate for the addition of such materials if they are lacking.
- 15. When other people use biased language and behavior, I feel comfortable speaking up, asking them to refrain and stating my reasons.
- 16. I contribute to my organization's achievement of its diversity goals through programming and by advocating for hiring practices that contribute to a diverse workforce.
- 17. I demonstrate my commitment to social justice in my personal life by engaging in activities to achieve equity.

This activity was adapted from Commitment to Combat Racism by Dr. Beverly Tatum & Andrea Ayyazian in White Awareness: Handbook for Anti-Racism Training by Judy H. Katz. Copyright © 1978 by the University of Oklahoma Press, Norman. Reprinted by permission of the publisher. All rights reserved.

# DEVELOPING A COMMON LANGUAGE

Many of the terms on this page are used in this resource guide. Test your knowledge of them by matching each term on the left to its definition below. Check your answers below when finished.

- \_\_\_\_\_ 1. Ableism
- \_\_\_\_\_ 2. Ageism
- \_\_\_\_\_ 3. Anti-Bias
- \_\_\_\_\_ 4. Anti-Semitism
- \_\_\_\_\_ 5. Bigotry
- \_\_\_\_\_ 6. Classism
- \_\_\_\_\_ 7. Culture
- \_\_\_\_\_ 8. Discrimination
- \_\_\_\_\_ 9. Diversity
- \_\_\_\_\_ 10. Heterosexism
- \_\_\_\_\_ 11. Homophobia
- \_\_\_\_\_ 12. Multicultural
- \_\_\_\_\_ 13. Prejudice
- \_\_\_\_\_ 14. Racism
- \_\_\_\_\_ 15. Scapegoating
- \_\_\_\_\_ 16. Sexism
- \_\_\_\_\_ 17. Stereotype

**A** The denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking and political rights. An action that can follow prejudicial thinking.

**B** Prejudice and/or discrimination against people based on the social construction of “race.” Differences in physical characteristics (e.g. skin color, hair texture, eye shape) are used to support a system of inequities.

**C** An unreasonable or irrational attachment to negative stereotypes and prejudices.

**D** The patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals and clothing, to name a few.

**E** Prejudice and/or discrimination against people based on their real or perceived sex. This is based on a belief (conscious or unconscious) that there is a natural order based on sex.

**F** Making a decision about a person or group of people without sufficient knowledge. This thinking is frequently based on stereotypes.

**G** Prejudice and/or discrimination against people because of their real or perceived age.

**H** Prejudice and/or discrimination against people because of their real or perceived economic status.

**I** Prejudice and/or discrimination against people who are or who are perceived to be lesbian, gay, bisexual or transgender (LGBT).

**J** A term used to describe a blatant fear or hatred of LGBT people.

**K** An active commitment to challenging prejudice, stereotyping and all forms of discrimination.

**L** An oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive ideas that link a person or group to a specific positive trait can have negative consequences.

**M** Prejudice and/or discrimination against people with mental or physical disabilities.

**N** Many or multiple cultures. The United States is this because its population consists of people from many different cultures.

**O** A word that means different or varied. The population of the United States is made up of people from different places and from diverse racial and cultural groups.

**P** Prejudice and discrimination against Jews. It can be based on hatred against Jews because of their religious beliefs and their group membership (ethnicity).

**Q** Blaming an individual or group for something based on that person or group's identity when, in reality, the person or group is not responsible. Prejudicial thinking and discriminatory acts can lead to this.

Answers: 1. M 2. G 3. K 4. P 5. C 6. H 7. A 8. A 9. O 10. I 11. J 12. N 13. F 14. B 15. Q 16. E 17. L

# PYRAMID OF HATE

The Pyramid of Hate demonstrates that when people accept one level of behavior, it becomes easier to accept behaviors on the next level as being “normal.” This normalization process has the potential to continue up the Pyramid, and in fact, the most violent and horrific manifestations of prejudice at the top of the Pyramid had their beginnings in the thinking described at the lower levels. We hope the Pyramid of Hate demonstrates the importance of challenging all manifestations of prejudice and discrimination by motivating action in response to behaviors many see as subtle or insignificant.

## GENOCIDE

The act or intent to deliberately and systematically annihilate an entire people

## BIAS-MOTIVATED VIOLENCE

INDIVIDUAL:	COMMUNITY:
Murder	Arson
Rape	Terrorism
Assault	Vandalism
Threats	Desecration

## DISCRIMINATION

Economic Discrimination	Political Discrimination
Employment Discrimination	Housing Discrimination
Educational Discrimination	Segregation

## INDIVIDUAL ACTS OF PREJUDICE

Bullying	Name-calling	Slurs/Epithets
Ridicule	Social Avoidance	De-humanization

## BIAS

Stereotyping • Insensitive remarks • Belittling jokes • Non-inclusive language

Justifying biases by seeking out like-minded people  
Accepting negative information/screening out positive information

## TIPS FOR RESPONDING TO BIGOTED WORDS, JOKES AND SLURS

**Begin** by clarifying for yourself what you want to get out of the interaction. If venting your anger is your primary goal, you are unlikely to have a successful interaction with the other person. Similarly, making an equally offensive remark or publicly embarrassing the person who made the comment will not be productive.

**Assume** goodwill. Many people who make offensive remarks do so out of ignorance. Because they do not intend harm, they often assume no harm is done.

**Talk** to the person privately. By doing so, you remove the necessity to “save face” publicly or to defend his or her actions in front of a group.

**Start** the conversation by “vesting your relationship.” For example, start the conversation by saying something like, “I wanted to talk with you, Mary, because your friendship is important to me.”

**Use** “I” and not “you” statements. The conversation will be less successful if it focuses on what you think the other person did “wrong.”

**Remember** your “rights.” You have the right to request that this type of humor (or comments) not be used in your presence.

The Anti-Defamation League (ADL) introduced its No Place for Hate® school-based initiative in the Southwest Region in 2001, with the help of H-E-B and the Warren-Spector Families. Given its success, with more than 200 schools participating annually, we have expanded No Place for Hate® to the community through our Community of Respect® Initiative, which has been funded in part by the Bridgeway Foundation. Now, businesses, organizations and houses of worship can implement activities and best practices that will earn them the designation of being named a Community of Respect®. Both No Place for Hate® and Community of Respect® Initiative empower participants to promote respect for individual and group differences while challenging prejudice and bigotry.

## STEP-BY-STEP INSTRUCTIONS FOR SCHOOLS TO **BECOME NO PLACE FOR HATE®** AND OTHERS TO **BECOME A COMMUNITY OF RESPECT®**:

- 1** Complete the Intent Form at [www.adl.org/southwest](http://www.adl.org/southwest) or call 713-627-3490 (Houston) or 512-249-7960 (Austin).
- 2** Create a coalition or committee to oversee implementation.
- 3** Have members of your school or organization sign ADL's Resolution of Respect (found on page 6 of this resource guide) or create one of your own that reflects the goals of this initiative.
- 4** Complete three or more activities from this guide or design some of your own. (Suggested No Place for Hate® activities-see pages 7-8. Suggested Community of Respect® Initiative activities-see pages 9-10).
- 5** Complete and submit the Activity Fulfillment Forms to ADL to request your No Place for Hate®/Community of Respect® Initiative designation. Forms may be found at [www.adl.org/southwest](http://www.adl.org/southwest) or call 713-627-3490 (Houston) or 512-249-7960 (Austin).
- 6** For more information on how you can participate in these initiatives, visit [www.adl.org/southwest](http://www.adl.org/southwest) or call 713-627-3490 (Houston) or 512-249-7960 (Austin).



COMMUNITY  
OF RESPECT  
A NO PLACE FOR HATE® PROGRAM OF THE ADL®



By signing this Resolution of Respect you are taking personal responsibility for standing up against all forms of prejudice and discrimination and committing yourself to creating a world that is No Place for Hate®.



# RESOLUTION OF RESPECT

I pledge from this day forward to do my best to combat prejudice and to stop those who, because of hate or ignorance, would hurt anyone or violate their civil rights. I will try at all times to be aware of my own biases and seek to gain understanding of those who I perceive as being different from myself. I will speak out against all forms of prejudice and discrimination. I will reach out to support those who are targets of hate.

I will think about specific ways my community members can promote respect for people and create a prejudice-free zone. I firmly believe that one person can make a difference and that no person can be an “innocent” bystander when it comes to opposing hate. I recognize that respecting individual dignity, achieving equality and promoting intergroup harmony are the responsibilities of all people. By signing this pledge, I commit myself to creating a respectful community.

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SIGNATURE

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DATE



## EXAMPLE ACTIVITIES FOR YOUR SCHOOL

- 1. Integrate multicultural, anti-bias and social justice** themes into your school's curricula. ADL's Curriculum Connections offers a collection of original lesson plans and resources free to K-12 educators. Visit our Web site at [www.adl.org/education/curriculum\\_connections](http://www.adl.org/education/curriculum_connections).
- 2. Initiate classroom discussions** of terms such as bias, discrimination and prejudice. Compose a list of definitions and post it in a prominent place.
- 3. Invite a motivational speaker who is a recognized civil or human rights leader**

to address an all-school assembly. Videotape the speech and publish an interview with the speaker in the school and local newspapers.

- 4. Have each student create a heritage doll**—a paper doll that displays her/his cultural heritage—and display the dolls in a common area.
- 5. Participate in “No Name Calling Week,”** an annual week of educational activities aimed at ending name-calling of all kinds and providing schools with the tools and inspiration to launch an ongoing dialogue about ways to eliminate bullying in their communities. Visit the Web site at [www.nonamecallingweek.org](http://www.nonamecallingweek.org).
- 6. Have students participate in “Mix It Up at Lunch Day.”** The purpose is for students to identify, question and cross the social boundaries in their school by sitting somewhere new, with someone new, in their school cafeterias. Visit the Web site at [www.tolerance.org/teens/lunch.jsp](http://www.tolerance.org/teens/lunch.jsp).
- 7. Write an original song/chant/rap that recognizes your school's diversity** and perform it at school rallies and other events.

**Leslie Alexander and the**



**M.D. Anderson Foundation**

**Barbara & Victor Samuels**

**Mark S. Finkelstein/  
Shannon, Martin, Finkelstein  
& Alvarado**

**Lois & George Stark**



**Faye Sarofim & Co.**



Naomi Warren/  
Helen & Andy Spector

Clean Scapes, LP

Karyl Van Tassel &  
Joshua Misrack

James Armstrong &  
Larry Connelly

Continental  
Airlines 

## EXAMPLE ACTIVITIES FOR YOUR SCHOOL

- 8.** Hold a No Place for Hate® **T-shirt contest** to come up with a diversity or anti-bias logo or slogan. The winning T-shirt design could be printed and sold at your school bookstore or in local shops, at community events or sports competitions. **9.** Create a **poster campaign**, skit or public service announcement that encourages people to intervene when confronted with instances of prejudice. **10.** Hold an **International Food Festival** where people bring an international food item as a contribution. Label each item with its cultural origin and ingredients. **11.** Take advantage of the **ADL's A WORLD OF DIFFERENCE®** Institute's anti-bias training programs to assist you with ongoing education for your faculty and staff, students and family members.
- 12.** Create a "**cultural exhibit**" display case and change it monthly to reflect a different culture or cultural celebration.
- 13.** Publish and distribute to faculty and staff a **list of cultural and/or religious holidays** and the meaning of the customs associated with celebrating them. These can be mentioned during the daily announcements, or during advisory classes. Refer to the Calendar of Observances in this book. **14.** Research **peace negotiations** going on around the world regarding ethnic or racial conflicts. Have a forum on campus to discuss conflict and peace resolutions. Have students create a "peace garden."
- 15.** Host a "**Reading Under the Stars**" night where students come to school in the evening to hear stories being read in both English and another language. Honor all languages spoken in the school by inviting family members to read in their native language, Vietnamese, American Sign Language, Spanish, etc., and another parent can read the same book in English.

# EXAMPLE ACTIVITIES FOR YOUR BUSINESS, HOME, HOUSE OF WORSHIP AND COMMUNITY

1. Create an employee/member-run speakers bureau to provide employees/members the opportunity to **learn about each others' heritages** and backgrounds.
2. Provide ongoing **A WORLD OF DIFFERENCE®** Institute training for all employees/members in the organization and use surveys to gauge the impact.
3. Provide a **list and description of various ethnic and/or religious holidays, observances and customs** to all employees/members and devote space in organizational newsletters each month to highlight a positive theme related to diversity issues; include cultural heritage months and recognize the many achievements and contributions of the represented group(s). Refer to the Calendar of Observances in this book.
4. Host monthly, quarterly or annual dialogues with a **focus on local, national and global diversity**.
5. Provide **opportunities to attend local cultural events** and exhibits and discuss what the effect was or what was learned at a subsequent meeting or brown bag luncheon.
6. Have a facilitated **discussion on how to take individual responsibility** for standing up against hate and discrimination and how one person can make a difference.
7. Take the lead in recruiting new **Community of Respect®** partners by hosting events that showcase or highlight various Community of Respect® activities and programs that are being done in your business, house of worship and/or organization.
8. Plan a community-wide **"Walk/Run Against Hate"** or some other community event designed to embrace and promote respect in the community at-large.

Thompson & Knight  
ATTORNEYS AND COUNSELORS

Impact

HOUSTON★CHRONICLE  
Supporting our Community

Laura & Morris Gottesman/  
Kimberly & Brad Schlosser

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Vinson & Elkins LLP

Topfer Foundation

Steve Adler &  
Diane Land



In Loving Memory Of  
Julie and Ben Rogers

## EXAMPLE ACTIVITIES FOR YOUR BUSINESS, HOME, HOUSE OF WORSHIP AND COMMUNITY

9. Build a **community float** that promotes understanding and respect for the diversity of your community and participate and display it in local and state parades. Contact parade officials to make sure that groups of all different backgrounds are invited to participate.
10. Collect traditional, ethnic and/or cultural family recipes and **create a cookbook**. Consider ad sales or selling the cookbook to support an anti-bias/diversity building program or effort for the community at-large.
11. Hold a **“Paint-Out Day”** in your neighborhood or in partnership with the Mayor’s Anti-Gang Task Force, community-based organization or neighborhood association to eliminate graffiti that promotes bigotry and culminate the effort with a community potluck.
12. Create an ad campaign or PSA for your e-mail signatures, internal TV, Radio or Webcasts and newsletters which promotes **speaking out against jokes and slurs** that target people or groups. Silence sends a message that you are in agreement. It is not enough to refuse to laugh.
13. Foster respect, sensitivity and understanding by **putting together a book club** which features culturally diverse reading materials and dialogues that follow.
14. Find creative ways to **learn about other diverse groups** such as the homeless, the disabled and the deaf communities and ways that people can overcome the fears, stereotypes and neglect of these communities.
15. **Hear from local community, business and religious leaders** about issues related to intergroup relations.

Please visit [www.adl.org/southwest](http://www.adl.org/southwest) for additional sample activities, new Community of Respect® Initiative resources that may be used in your efforts and to download forms for the 2011 program year and begin implementing the Community of Respect® Initiative.

# 2011

## ABOUT THE CALENDAR OF OBSERVANCES

The increasingly pluralistic population of the United States creates diverse communities, student bodies and employees. To enhance mutual understanding and respect among the various religious, ethnic and cultural groups, the Anti-Defamation League offers this Calendar of

Observances as a tool to increase awareness and sensitivity about religious obligations as well as ethnic and cultural festivities that may affect students, colleagues and neighbors.

The multi-faith calendar includes significant religious observances of the major faiths represented in the United States. Thus, it can be used as a resource when planning school exam timetables and school activities, or when scheduling workplace festivities and community events. In addition, the calendar notes U.S. holidays that are either legal holidays or observed in various states and communities throughout the country. A third component is the inclusion of important national and international observances that may be commemorated in the U.S.

The dates of secular holidays are based on the Gregorian calendar, which is commonly used for civil dating purposes. Many religions and cultures follow various traditional calendar systems that are often based on the phases of the moon with occasional adjustments for the solar cycle. Therefore, specific Gregorian calendar dates for these observances will differ from year to year. In addition, calculation of specific dates may vary by geographical location and according to different sects within a given religion.

**Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.\*\***

### JANUARY 2011

1	Saturday	New Year's Day Temple Day ( <i>Buddhist</i> )
6	Thursday	Epiphany ( <i>Christian</i> ) Christmas ( <i>Armenian Orthodox Christian</i> )
7	Friday	Christmas ( <i>Eastern Christian</i> )
14	Friday	Makar Sankranti ( <i>Hindu</i> )
17	Monday	Dr. Martin Luther King Jr.'s Birthday
17-21	Mon-Fri	No Name-Calling Week
18	Tuesday	World Religion Day ( <i>Bahá'í</i> )
19	Wednesday	Mahayana New Year ( <i>Buddhist</i> )
20	Thursday	Tu B'shvat ( <i>Jewish</i> )
27	Thursday	UN Holocaust Memorial Day

### FEBRUARY 2011

Full Month	Black History Month	
1	Tuesday	National Freedom Day
3	Thursday	Lunar New Year
6 - March 21		Ayyám-I-Ha Or Intercalary Days ( <i>Bahá'í</i> )**
13	Sunday	Race Relations Sunday
14	Monday	Valentine's Day
15	Tuesday	Susan B. Anthony Day Nirvana Day ( <i>Buddhist</i> ) Milad Al-Nabi ( <i>Islamic</i> )**
21	Monday	Presidents' Day

### MARCH 2011

Full Month	National Women's History Month	
2 - 20	Nineteen-Day Fast ( <i>Bahá'í</i> )**	
3	Thursday	Maha Shivaratri ( <i>Hindu</i> )
7	Monday	Clean Monday ( <i>Eastern Christian</i> )
8	Tuesday	Shrove Tuesday ( <i>Western Christian</i> ) International Women's Day
9	Wednesday	Ash Wednesday ( <i>Western Christian</i> )
17	Thursday	St. Patrick's Day ( <i>Christian</i> )
19	Saturday	Magha Puja ( <i>Buddhist</i> ) Holi ( <i>Hindu</i> )
20	Sunday	Vernal Equinox Purim ( <i>Jewish</i> )**
21	Monday	International Day For The Elimination Of Racial Discrimination Nowruz ( <i>Zoroastrian</i> )
31	Thursday	Cesar Chavez Day

### APRIL 2011

12	Tuesday	Rama Navami ( <i>Hindu</i> )
13	Wednesday	Day Of Silence
17	Sunday	Palm Sunday ( <i>Christian</i> )
18	Monday	Theravada New Year ( <i>Buddhist</i> )
19-26	Tues-Tues	Passover/Pesach ( <i>Jewish</i> )**
21 - May 2		Festival Of Ridván ( <i>Bahá'í</i> )**
21	Thursday	Holy Thursday ( <i>Christian</i> )
22	Friday	Good Friday ( <i>Christian</i> )
24	Sunday	Easter ( <i>Christian</i> ) Armenian Martyrs' Day

### MAY 2011

Full Month	Asian Pacific American Heritage Month	
1	Sunday	International Worker's Day Yom Hashoah ( <i>Jewish</i> )**
3	Tuesday	World Press Freedom Day
5	Thursday	Cinco De Mayo
8	Sunday	Mother's Day
9	Monday	Yom Haatzma'ut ( <i>Jewish</i> )**
17	Tuesday	Buddha Day ( <i>Buddhist</i> )
21	Saturday	World Day For Cultural Diversity For Dialogue And Development
22	Sunday	Lag B'omer ( <i>Jewish</i> )**
23	Monday	Declaration Of The Bab ( <i>Bahá'í</i> )**
29	Sunday	Ascension Of Bahá'u'lláh ( <i>Bahá'í</i> )**
30	Monday	Memorial Day

### JUNE 2011

Full Month	LGBT Pride Month	
2	Thursday	Ascension Day ( <i>Christian</i> )
8-9	Wed-Thurs	Shavuot ( <i>Jewish</i> )**
12	Sunday	Anne Frank Day Loving Day Pentecost ( <i>Christian</i> )
14	Tuesday	Flag Day Race Unity Day ( <i>Bahá'í</i> )**
19	Sunday	Juneteenth Father's Day
20	Monday	All Saints Day ( <i>Eastern Christian</i> )
21	Tuesday	World Refugee Day Summer Solstice

### JULY 2011

4	Monday	Independence Day
9	Saturday	Martyrdom Of The Báb ( <i>Bahá'í</i> )**
15	Friday	Dharma Day ( <i>Buddhist</i> )
17	Sunday	Nisf Shabaan ( <i>Islamic</i> )**
26	Tuesday	ADA (Americans With Disabilities Act) Day

### AUGUST 2011

1-30	Mon-Tues	Ramadan ( <i>Islamic</i> )**
9	Tuesday	International Day Of The World's Indigenous Peoples Tisha B'av ( <i>Jewish</i> )**
12	Friday	International Youth Day
13	Saturday	Raksha Bandhan ( <i>Hindu</i> )
14	Sunday	Ulambana ( <i>Buddhist</i> )
22	Monday	Krishna Jayanti ( <i>Hindu</i> )
23	Tuesday	International Day For The Remembrance Of The Slave Trade And Its Abolition
26	Friday	Laila Al-Qadr ( <i>Islamic</i> )**
31	Wednesday	Eid Al-Fitr ( <i>Islamic</i> )**

### SEPTEMBER 2011

1	Thursday	Ganesh Chaturthi ( <i>Hindu</i> )
5	Monday	Labor Day
8	Thursday	International Literacy Day
15-	Full Month	National Hispanic Heritage Month
Oct 15		
17	Saturday	Constitution Day And Citizenship Day
23	Friday	Autumnal Equinox
28	Wednesday	Native American Day
28	Wednesday	Navaratri ( <i>Hindu</i> )
29-30	Thursday	Rosh Hashanah ( <i>Jewish</i> )**

### OCTOBER 2011

Full Month	LGBT History Month	
	National Disability Employment Awareness Month	
6	Sunday	Dassera ( <i>Hindu</i> )
8	Saturday	Yom Kippur ( <i>Jewish</i> )**
10	Monday	Columbus Day
11	Tuesday	Coming Out Day
13-19	Thur-Wed	Sukkot ( <i>Jewish</i> )**
17	Sunday	International Day For The Eradication Of Poverty
20	Thursday	Birth Of The Báb ( <i>Bahá'í</i> )** Shemini Atzeret ( <i>Jewish</i> )**
21	Friday	Simchat Torah ( <i>Jewish</i> )**
24	Monday	United Nations Day
26	Wednesday	Diwali ( <i>Hindu</i> )
31	Monday	Reformation Day ( <i>Christian</i> ) Halloween

### NOVEMBER 2011

Full Month	National American Indian Heritage	
1	Tuesday	All Saints' Day ( <i>Western Christian</i> )
2	Wednesday	All Souls' Day ( <i>Christian</i> )
7	Monday	Eid Al-Adha ( <i>Islamic</i> )**
8	Tuesday	Election Day
9	Wednesday	Kristallnacht
11	Friday	Veterans' Day
12	Saturday	Birth Of Bahá'u'lláh ( <i>Bahá'í</i> )**
16	Wednesday	International Day For Tolerance
20	Sunday	Transgender Day Of Remembrance
21-27	Mon-Sun	American Education Week
24	Thursday	Thanksgiving Day
26	Saturday	Day Of The Covenant ( <i>Bahá'í</i> )** Muharram ( <i>Islamic</i> )**
27	Sunday	Advent ( <i>Christian</i> )

### DECEMBER 2011

1	Thursday	World Aids Day
3	Saturday	International Day Of Disabled Persons
5	Monday	Ashura ( <i>Islamic</i> )**
8	Thursday	Bodhi Day ( <i>Buddhist</i> )
10	Saturday	Human Rights Day
12	Monday	Our Lady Of Guadalupe ( <i>Christian</i> )
15	Thursday	Bill Of Rights Day
21-28	Wednesday	Chanukah ( <i>Jewish</i> )**
22	Thursday	Winter Solstice
25	Sunday	Christmas ( <i>Western Christian</i> )
26-	Mon-Sun	Kwanzaa
Jan. 1, 2012		
29	Thursday	Wounded Knee Day

# 2012

# ABOUT THE CALENDAR OF OBSERVANCES

The increasingly pluralistic population of the United States creates diverse communities, student bodies and employees. To enhance mutual understanding and respect among the various religious, ethnic and cultural groups, the Anti-Defamation League offers this Calendar of Observances as a tool to increase awareness and sensitivity about religious obligations as well as ethnic and cultural festivities that may affect students, colleagues and neighbors.

The multi-faith calendar includes significant religious observances of the major faiths represented in the United States. Thus, it can be used as a resource when planning school exam timetables and school activities, or when scheduling workplace festivities and community events. In addition, the calendar notes U.S. holidays that are either legal holidays or observed in various states and communities throughout the country. A third component is the inclusion of important national and international observances that may be commemorated in the U.S.

The dates of secular holidays are based on the Gregorian calendar, which is commonly used for civil dating purposes. Many religions and cultures follow various traditional calendar systems that are often based on the phases of the moon with occasional adjustments for the solar cycle. Therefore, specific Gregorian calendar dates for these observances will differ from year to year. In addition, calculation of specific dates may vary by geographical location and according to different sects within a given religion.

**Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.\*\***

## JANUARY 2012

1	Monday	New Year's Day Temple Day ( <i>Buddhist</i> )
6	Friday	Epiphany ( <i>Christian</i> ) Christmas ( <i>Armenian Orthodox Christian</i> )
7	Saturday	Christmas ( <i>Eastern Christian</i> )
9	Monday	Makar Sankranti ( <i>Hindu</i> )
15	Sunday	World Religion Day ( <i>Bahá'í</i> )
<i>Date undetermined as of printing</i>		
16	Monday	Dr. Martin Luther King Jr.'s Birthday
19	Thursday	Mahayana New Year ( <i>Buddhist</i> )
23	Monday	Lunar New Year
27	Friday	UN Holocaust Memorial Day

## FEBRUARY 2012

Full Month	Black History Month	
1	Wednesday	National Freedom Day
3	Friday	Maha Shi Varatri ( <i>Hindu</i> )
5	Sunday	Milad Al-Nabi ( <i>Islamic</i> **)
7	Tuesday	Magha Puja ( <i>Buddhist</i> )
8	Wednesday	Tu B'Shvat ( <i>Jewish</i> )
14	Tuesday	Valentine's Day Race Relations Day
15	Wednesday	Susan B. Anthony Day Nirvana Day ( <i>Buddhist</i> )
20	Monday	Presidents Day
21	Tuesday	Shrove Tuesday ( <i>Western Christian</i> )
22	Wednesday	Ash Wednesday ( <i>Western Christian</i> )
26- March 1	Sat-Tues	Ayyám-I-Ha Or Intercalary Days ( <i>Bahá'í</i> **)
27	Monday	Clean Monday

## MARCH 2012

Full Month	National Women's History Month	
20	Sunday	Purim ( <i>Jewish</i> **)
2-20	Fri-Tues	Nineteen-Day Fast ( <i>Bahá'í</i> **)
8	Thursday	International Women's Day Holi ( <i>Hindu</i> )
17	Saturday	St. Patrick's Day ( <i>Christian</i> )
20	Tuesday	Vernal Equinox
21	Wednesday	International Day For The Elimination Of Racial Discrimination Nowrúz ( <i>Zoroastrian</i> )
31	Saturday	Cesar Chavez Day

## APRIL 2012

1	Sunday	Palm Sunday ( <i>Christian</i> ) Rama Navami ( <i>Hindu</i> )
5	Thursday	Holy Thursday ( <i>Christian</i> )
6	Friday	Good Friday ( <i>Christian</i> ) Theravada New Year ( <i>Buddhist</i> )
7-14	Sat-Sun	Passover/Pesach ( <i>Jewish</i> **)
8	Sunday	Easter ( <i>Christian</i> )
19	Thursday	Yom Hashoah ( <i>Jewish</i> **)
21-29	Sat-Sun	Festival Of Ridván ( <i>Bahá'í</i> **)
24	Tuesday	Armenian Martyrs' Day
26	Thursday	Yom Haatzma'ut ( <i>Jewish</i> **)
<i>Date undetermined as of printing</i>		

## MAY 2012

Full Month	Asian Pacific American Heritage Month	
3	Thursday	World Press Freedom Day
5	Saturday	Cinco De Mayo
6	Sunday	Buddha Day ( <i>Buddhist</i> )
7	Monday	International Workers Day
10	Thursday	Lag B'omer ( <i>Jewish</i> **)
13	Sunday	Mother's Day
17	Thursday	Ascension Day ( <i>Christian</i> )
21	Monday	World Day For Cultural Diversity For Dialogue And Development
23	Wednesday	Declaration Of The Bab ( <i>Bahá'í</i> **)
27	Sunday	Pentecost ( <i>Christian</i> )
27-28	Sun-Mon	Shavuot ( <i>Jewish</i> **)
28	Monday	Memorial Day
29	Tuesday	Ascension Of Bahá'u'lláh ( <i>Bahá'í</i> **)

## JUNE 2012

Full Month	LGBT Pride Month	
3	Sunday	All Saints Day ( <i>Eastern Christian</i> )
10	Sunday	Race Unity Day ( <i>Bahá'í</i> **)
12	Tuesday	Anne Frank Day Loving Day
14	Thursday	Flag Day
17	Sunday	Father's Day
19	Tuesday	Juneteenth
20	Wednesday	World Refugee Day Summer Solstice

## JULY 2012

3	Tuesday	Dharma Day ( <i>Buddhist</i> )
4	Wednesday	Independence Day
5	Thursday	Nisf Shabaan ( <i>Islamic</i> **)
9	Monday	Martyrdom Of The Bab ( <i>Bahá'í</i> **)
20- August 19	Fri-Sun	Ramadan ( <i>Islamic</i> **)
26	Thursday	ADA (Americans With Disabilities Act) Day
28	Saturday	Tisha B'av ( <i>Jewish</i> **)

## AUGUST 2012

2	Thursday	Raksha Bandhan ( <i>Hindu</i> )
9	Thursday	International Day Of The World's Indigenous Peoples
10	Friday	Krishna Jayanti ( <i>Hindu</i> )
12	Sunday	International Youth Day
14	Tuesday	Laila Al-Qadr ( <i>Islamic</i> **)
15	Wednesday	Obon ( <i>Buddhist</i> )
19	Sunday	Eid Al-Fitr ( <i>Islamic</i> **)
23	Thursday	International Day For The Remembrance Of The Slave Trade And Its Abolition Ulambana ( <i>Buddhist</i> )
31	Friday	

## SEPTEMBER 2012

3	Monday	Labor Day
8	Saturday	International Literacy Day
15- October 15	Full Month	National Hispanic Heritage Month
17	Monday	Constitution Day And Citizenship Day
17-18	Mon-Tues	Rosh Hashanah ( <i>Jewish</i> **)
19	Wednesday	Ganesh Chaturthi ( <i>Hindu</i> )
22	Saturday	Autumnal Equinox
26	Wednesday	Yom Kippur ( <i>Jewish</i> **)

## OCTOBER 2012

Full Month	LGBT History Month National Disability Employment Awareness Month	
1-7	Mon-Sun	Sukkot ( <i>Jewish</i> **)
8	Monday	Shemini Atzeret ( <i>Jewish</i> **) Native American Day Columbus Day
9	Tuesday	Simchat Torah ( <i>Jewish</i> **)
11	Thursday	Coming Out Day
16	Tuesday	Navaratri ( <i>Hindu</i> )
17	Wednesday	International Day For The Eradication Of Poverty
20	Saturday	Birth Of The Bab ( <i>Bahá'í</i> **)
24	Wednesday	Dassera ( <i>Hindu</i> ) United Nations Day
26	Friday	Eid Al-Adha ( <i>Islamic</i> **)
31	Wednesday	Reformation Day ( <i>Christian</i> ) Halloween

## NOVEMBER 2012

Full Month	National American Indian Heritage	
1	Thursday	All Saints' Day ( <i>Western Christian</i> )
2	Friday	All Souls' Day ( <i>Christian</i> )
6	Tuesday	Election Day
9	Friday	Kristallnacht
11	Sunday	Veterans' Day
12	Monday	Birth Of Bahá'u'lláh ( <i>Bahá'í</i> **)
13	Tuesday	Diwali ( <i>Hindu</i> )
15	Thursday	Muharram ( <i>Islamic</i> **)
16	Friday	International Day For Tolerance
22	Thursday	Thanksgiving Day
24	Saturday	Ashura ( <i>Islamic</i> **)
26	Monday	Day Of The Covenant ( <i>Bahá'í</i> **)
20	Tuesday	Transgender Day Of Remembrance American Education Week
<i>Date undetermined as of printing</i>		

## DECEMBER 2012

1	Saturday	World Aids Day
2	Sunday	Advent ( <i>Christian</i> )
3	Monday	International Day Of Disabled Persons
8	Saturday	Bodhi Day ( <i>Buddhist</i> )
9-16	Sun-Sun	Chanukah ( <i>Jewish</i> **)
10	Monday	Human Rights Day
12	Wednesday	Our Lady Of Guadalupe ( <i>Christian</i> )
15	Saturday	Bill Of Rights Day
22	Saturday	Winter Solstice
25	Tuesday	Christmas ( <i>Western Christian</i> )
26- Jan. 1, 2013	Wed-Tues	Kwanzaa
29	Saturday	Wounded Knee Day

# GLOSSARY OF OBSERVANCES

**ADA (AMERICANS WITH DISABILITIES ACT) DAY** – Commemorates the 1990 signing of the Americans with Disabilities Act, which guarantees equal opportunity for people with disabilities.

**ADVENT** – (Christian) Advent is a season of spiritual preparation in observance of the birth of Jesus. In Western Christianity, it starts on the fourth Sunday before Christmas. In Eastern Christianity, the season is longer and begins in the middle of November.

**ALL SAINTS DAY** – (Eastern Christian) In Orthodox churches observed on the first Sunday after Pentecost, it commemorates all known and unknown Christian saints.

**ALL SAINTS' DAY** – (Western Christian) Commemorates all known and unknown Christian saints.

**ALL SOULS' DAY** – (Christian) Commemoration of all faithful Christians who are now dead. In Mexican tradition it is celebrated as Día de los Muertos between October 31 and November 2, and is an occasion to remember dead ancestors and celebrate the continuity of life.

**AMERICAN EDUCATION WEEK** – Celebrates public education and honors individuals who are making a difference in ensuring every child in the U. S. receives a quality education.

**ANNE FRANK DAY** – Birthday of young Jewish girl whose diary describes her family's experiences hiding from the Nazis through assistance of gentile friends.

**ARMENIAN MARTYRS' DAY** – Memorializes the extermination of some 1.5 million Armenians between 1915 and 1923 in Turkey.

**ASCENSION DAY** – (Eastern Christian) Celebrated 40 days after Pascha, it commemorates the ascension of Jesus into Heaven.

**ASCENSION DAY** – (Western Christian) Celebrated 40 days after Easter, it commemorates the ascension of Jesus into Heaven.

**ASCENSION OF BAHÁ'U'LLÁH** – (Bahá'í) Observance of the anniversary of the death in exile of Bahá'ú'lláh, the prophet-founder of the Bahá'í Faith.

**ASH WEDNESDAY** – (Western Christian) The first day of Lent for Western Christian churches, a 40-day period of spiritual preparation for Easter, not counting Sundays.

**ASHURA** – (Islamic) A day of fasting observed on the 10th day of the month of Muharram to celebrate Moses' exodus from Egypt. For Shi'a Muslims, it also marks the climax of the ten-day Remembrance of Muharram, which mourns the martyrdom of Hussein at the Battle of Kerbala in 680 CE.

**ASIAN PACIFIC AMERICAN HERITAGE MONTH** – Recognizes the contributions and celebrates the culture of Asians and Pacific Islanders in the United States.

**AUTUMNAL EQUINOX** – The date when night and day are nearly of the same length. It marks the first day of fall.

**AYYÁM-I-HA OR INTERCALARY DAYS** – (Bahá'í) The Ayyám-i-ha, or "Days of Ha" are devoted to spiritual preparation for the fast, celebrating, hospitality, charity and gift giving. They are celebrated the four days, five in leap year, before the last month of the Bahá'í year.

**BILL OF RIGHTS DAY** – Commemorates the signing into law of the ten original amendments of the United States Constitution in 1791.

**BIRTH OF BAHÁ'U'LLÁH** – (Bahá'í) Observance of the anniversary of the birth in 1817 of Bahá'ú'lláh, prophet-founder of the Bahá'í Faith, in Núr, Persia.

**BIRTH OF THE BÁB** – (Bahá'í) Bahá'í observance of the anniversary of the birth in 1819 of Siyyid, "the Báb," the prophet-herald of the Bahá'í Faith, in Shiráz, Persia.

**BLACK HISTORY MONTH** – Celebrates Black History and African American culture in the United States.

**BODHI DAY** – (Buddhist) Also known as Rohatsu, it observes the spiritual awakening (bodhi) of founder Siddharta Gautama, the Buddha, ca. 596 BCE. Celebrated on the eighth day either of December or the 12th month of the lunar calendar.

**BUDDHA DAY** – (Buddhist) Also known as Vesak or Visakha Puja, it marks the occasion of the birth, spiritual awakening and death of the historical Buddha

**CESAR CHAVEZ DAY** – Honors Mexican American farm worker, labor leader and activist Cesar Chavez (1927–1993) who was a nationally respected voice for social justice.

**CHANUKAH** – (Jewish) Eight-day "Festival of Lights", celebrating the rededication of the Temple to the service of God in 164 BCE. Commemorates the victory of the Maccabees over the Greek King, Antiochus, who sought to suppress freedom of worship.

**CHRISTMAS** – (Armenian Orthodox Christian) Armenian Christians celebrate the birth of Jesus on Epiphany, except for Armenians living in Israel, who celebrate Christmas on January 19th.

**CHRISTMAS** – (Eastern Christian) Most Orthodox churches celebrate Christmas 13 days later than other Christian churches based on their use of the Julian rather than the Gregorian version of the Western calendar.

**CHRISTMAS** – (Western Christian) Commemorates the birth of Jesus.

**CINCO DE MAYO** – In 1862 Mexican forces defeated French occupational forces in the Battle of Puebla.

**CLEAN MONDAY** – (Eastern Christian) The beginning of Great Lent for Eastern Christian churches, which starts 40 days before Orthodox Easter (Pascha), counting Sundays.

**COLUMBUS DAY** – Marks Christopher Columbus's landing at San Salvador on October 12, 1492. Known as Día de la Raza, "Day of the Race", in Spanish-speaking countries and communities.

**COMING OUT DAY** – Encourages honesty and openness about being lesbian, gay, bisexual or transgender. Commemorates October 11, 1987, when 500,000 people marched on Washington, DC, for gay and lesbian equality.

**CONSTITUTION DAY AND CITIZENSHIP DAY** – Commemorates the ratification of the United States Constitution in 1787. Also honors all who have become U.S. citizens.

**DASSERA** – (Hindu) Anniversary of the day when Rama killed the evil demon Ravana. Also known as Durga Puja, which celebrates the goddess Durga.

**DAY OF SILENCE** – Students take a day-long vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment.

**DAY OF THE COVENANT** – (Bahá'í) Festival observed to commemorate Bahá'ú'lláh's appointment of his son, 'Abdu'l-Bahá as the Center of His Covenant.

**DECLARATION OF THE BÁB** – (Bahá'í) Commemoration of May 23, 1844, when the Báb, the prophet-herald of the Bahá'í Faith, announced in Shiráz, Persia, that he was the herald of a new messenger of God.

**DHARMA DAY** – (Buddhist) Also known as Asala Puja, it commemorates the historical Buddha's first discourse following his spiritual awakening.

**DIWALI** – (Hindu) Also called Deepavali, "Festival of Lights", it celebrates the victory of good over evil, light over darkness, and knowledge over ignorance.

**DR. MARTIN LUTHER KING JR.'S BIRTHDAY** – The birthday of civil rights activist Dr. Martin Luther King, Jr. is celebrated on the third Monday in January.

**EASTER** – (Western Christian) Celebrates the resurrection of Jesus. Known as Pascha in Eastern Christianity.

**EID AL-ADHA** – (Islamic) The "Feast of Sacrifice" concludes the Hajj (pilgrimage to Mecca), and is a three-day festival recalling Ibrahim's willingness to sacrifice his son in obedience to God.

**EID AL-FITR** – (Islamic) The "Feast of the Breaking of the Fast" marks the end of Ramadan, the holy month of fasting from dawn until dusk.

**ELECTION DAY** – A day set by U.S. law for the election of public officials.

**EPIPHANY** – (Christian) Known as Theophany in Eastern Christianity, it celebrates the manifestation of Jesus as Christ. In addition, the Western Church associates Epiphany with the journey of the Magi to the infant Jesus, and the Eastern Church with the baptism of Jesus by John.

**FATHER'S DAY** – Children of all ages show appreciation for their fathers.

**FESTIVAL OF RIDVÁN** – (Bahá'í) Annual festival commemorating the 12 days when Bahá'ú'lláh, the prophet-founder of the Bahá'í Faith, resided in a garden called Ridván (Paradise) and publicly proclaimed His mission as God's messenger for this age.

**FLAG DAY** – Anniversary of the adoption of the United States flag by Congress in 1777.

**GANESH CHATURTHI** – (Hindu) Celebrates the birthday of Ganesha, the elephant-deity.

**GOOD FRIDAY** – (Western Christian) Observed the Friday before Easter, it commemorates the Crucifixion of Jesus. Known as Holy Friday in Eastern Christianity.

**HALLOWEEN** – The eve of All Saints' Day.

**HOLI** – (Hindu) Also called Holaka or Phagwa, this festival celebrates spring and commemorates various events in Hindu mythology.

**HOLY FRIDAY** – (Eastern Christian) Observed the Friday before Pascha, it commemorates the Crucifixion of Jesus. Known as Good Friday in Western Christianity.

**HOLY THURSDAY** – (Eastern Christian) Celebrated on the Thursday before Pascha commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion.

**HOLY THURSDAY** – (Western Christian) Also known as Maundy Thursday, it is celebrated on the Thursday before Easter commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion.

**HUMAN RIGHTS DAY** – On this day in 1948 the United Nations General Assembly adopted the Universal Declaration of Human Rights.

**INDEPENDENCE DAY** – Anniversary of the United States Declaration of Independence in 1776.

**INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION** – Call to action to eliminate all forms of racial discrimination worldwide.

**INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY** – Call to action for the eradication of poverty and destitution worldwide.

**INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE AND ITS ABOLITION** – Memorializes the tragedy of the transatlantic slave trade, coinciding with the anniversary of the uprising in Santo Domingo (today Haiti and the Dominican Republic) that initiated its abolition.

**INTERNATIONAL DAY FOR TOLERANCE** – Emphasizes the dangers of intolerance and is a call to action for the advancement of human welfare, freedom and progress everywhere, as well as a day to encourage tolerance, respect, dialogue and cooperation among different cultures and peoples.

**INTERNATIONAL DAY OF DISABLED PERSONS** – Raises awareness about persons with disabilities in order to improve their lives and provide them with equal opportunity.

**INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES** – Celebrates the richness of indigenous cultures and recognizes the challenges indigenous peoples face today, ranging from poverty and disease to dispossession, discrimination and denial of basic human rights.

**INTERNATIONAL LITERACY DAY** – Call to action for universal literacy.

**INTERNATIONAL WOMEN'S DAY** – Celebration of the economic, political and social achievements of women worldwide.

**INTERNATIONAL WORKER'S DAY** – Also known as May Day, it celebrates the social and economic achievements of workers worldwide. The day commemorates the Haymarket Riot of 1886 in Chicago, in which police and protesters clashed following a workers' strike for an eight-hour work day.

**INTERNATIONAL YOUTH DAY** – Celebrates young people and the integral role they play in helping to create a world fit for children.

**JUNETEENTH** – Originally commemorating the announcement of the abolition of slavery in Texas in 1865, it is now celebrated throughout the U.S. to honor African-American freedom and achievement.

**KRISHNA JAYANTI** – (Hindu) Celebrates Krishna's birthday, Vishnu's eighth incarnation on earth.

**KRISTALLNACHT** – Commemorates the 1938 pogrom against Jews throughout Germany and Vienna.

**KWANZAA** – A seven-day celebration honoring African-American heritage and its continued vitality. "Kwanzaa" means "first fruits (of the harvest)" in Swahili.

**LABOR DAY** – Celebrated the first Monday in September in recognition of U.S. workers.

**LAG B'OMER** – (Jewish) Celebrates the end of a divine-sent plague and/or Roman occupation during Rabbi Akiva's lifetime (died c. 135 CE).

**LAILA AL-QADR** – (Islamic) "The Night of Power" marks the night in which God first revealed the Qur'an to the Prophet Muhammad. Often fixed as the 27th day of the Islamic month of Ramadan, Sunnis may also observe it on the 21th, 23rd, 25th or 29th. Shi'ites observe it on the 19th, 21st or 23rd of Ramadan.

**LGBT HISTORY MONTH** – Marks and celebrates the lives and achievements of lesbian, gay bisexual and transgender people in the United States.

**LGBT PRIDE MONTH** – Commemorates the anniversary of the June 28, 1969 Stonewall riot in New York City, the incident that initiated the modern gay rights movement in the United States. LGBT (lesbian, gay, bisexual and transgender) Pride Day is the last Sunday in June.

**LOVING DAY** – Observes the anniversary of the 1967 United States Supreme Court decision *Loving v. Virginia* which struck down the miscegenation laws remaining in 16 states barring interracial marriage.

**LUNAR NEW YEAR** – On this day Chinese, Korean and Vietnamese New Year are celebrated.

**MAGHA PUJA** – (Buddhist) Also known as Sangha Day, it commemorates the spontaneous assembly of 1,250 arahants, completely enlightened monks, in Buddha's presence.

**MAHA SHIVARATRI** – (Hindu) Also called Shiva Ratri, it is the Great Festival of Shiva.

**MAHAYANA NEW YEAR** – (Buddhist) In Mahayana countries, the New Year starts on the first full moon day in January.

**MAKAR SANKRANTI** – (Hindu) Seasonal celebration recognizing the increasing length of days.

**MARTYRDOM OF THE BĀB** – (Bahá'í) Observance of the anniversary of the execution by a firing squad in Tabriz, Persia, of the 30-year-old Syyid 'Alí-Muhammad, the Báb, the prophet-herald of the Bahá'í Faith.

**MEMORIAL DAY** – Initiated originally to honor the dead of the Civil War, this observance now pays homage to the dead of all U.S. wars.

**MILAD AL-NABI** – (Islamic) Celebrates the birthday of the Prophet Muhammad, founder of Islam. Shi'a Muslims celebrate it five days later than Sunni Muslims.

**MOTHER'S DAY** – Children of all ages show appreciation for their mothers.

**MUHARRAM** – (Islamic) The month of Muharram marks the beginning of the Islamic liturgical year. The first day of the month, al-Hijra, remembers the migration of Muhammad and his followers from Mecca to Medina in 622 CE. It also marks the beginning of the ten-day Shi'ite Remembrance of Muharram, a period of intense grief and mourning of the martyrdom of Hussein, the son of Ali and grandson of Muhammad.

**NATIONAL AMERICAN INDIAN HERITAGE MONTH** – Celebrates and honors the history and culture of Native Americans in the United States.

**NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH** – Recognizes the contributions of workers with disabilities.

**NATIONAL FREEDOM DAY** – Commemorates the signing of the 13th Amendment, which abolished slavery in 1865.

**NATIONAL HISPANIC HERITAGE MONTH** – Celebrates the contributions, heritage and culture of Hispanic and Latino Americans.

**NATIONAL WOMEN'S HISTORY MONTH** – Honors women as significant agents of historical change.

**NATIVE AMERICAN DAY** – Celebrates Native American history and culture.

**NAVARATRI** – (Hindu) Nine-day festival celebrating the triumph of good over evil. It worships God in the form of the universal mother commonly referred to as Durga, Devi or Shakti, and marks the start of fall.

**NOWRŪZ** (Zoroastrian) A traditional ancient Iranian festival celebrating the first day of Spring and the Iranian New Year. Also celebrated as New Year's Day in Baha'i tradition (Naw-rúz).

**NEW YEAR'S DAY** – The first day of the year in the Gregorian calendar, commonly used for civil dating purposes.

**NIRVANA DAY** – (Buddhist) Celebrates the day when the historical Buddha achieved Parinirvana, or complete Nirvana, upon the death of his physical body. Sometimes celebrated on February 8.

**NISF SHABAAN** – (Islamic) "Night of Repentance" in preparation for the fast of Ramadan. Fixed as the 15th day or middle (nisf) of the eighth month of Shabaan in the Islamic calendar.

**NO NAME-CALLING WEEK** – Annual week of educational activities aimed at ending name-calling and bullying of all kinds.

**OBON** – Also known as BON, the Japanese Buddhist festival honors the spirit of past ancestors.

**OUR LADY OF GUADALUPE** – (Christian) Celebrates the apparition of the Blessed Virgin Mary (by her title, Our Lady of Guadalupe, the Patroness of Mexico and the Americas) before Juan Diego, an indigenous convert to Roman Catholicism, on the Mexican hill of Tepeyac in 1531.

**PALM SUNDAY** – (Eastern Christian) Observed the Sunday before Pascha to commemorate the entry of Jesus into Jerusalem.

**PALM SUNDAY** – (Western Christian) Observed the Sunday before Easter to commemorate the entry of Jesus into Jerusalem.

**PASCHA** – (Eastern Christian) Celebrates the resurrection of Jesus. Known as Easter in Western Christianity.

**PASSOVER/PESACH** – (Jewish) The eight-day "Feast of Unleavened Bread" celebrates Israel's deliverance from Egyptian bondage.

**PENTECOST** – (Eastern Christian) The seventh Sunday after Pascha commemorates the descent of the Holy Spirit upon the Apostles and women followers of Jesus. Marks the birth of the Christian Church.

**PENTECOST** – (Western Christian) Also known as Whitsunday, the seventh Sunday after Easter commemorates the descent of the Holy Spirit upon the Apostles and women followers of Jesus. Marks the birth of the Christian Church.

**PRESIDENTS' DAY** – Honors all past presidents of the United States of America.

**PURIM** – (Jewish) The "Feast of Lots" marks the salvation of the Jews of ancient Persia from extermination.

**RACE RELATIONS SUNDAY** – Created in 1922 by the National Council of Churches in recognition of the importance of interracial relations and learning.

**RACE UNITY DAY** - (Bahá'í) Observance promoting racial harmony and understanding and the essential unity of humanity

**RAKSHA BANDHAN** – (Hindu) Also called Rakhi, this festival celebrates the protective relationship between brothers and their sisters.

**RAMADAN** – (Islamic) A month of strict fasting from dawn until dusk in honor of the first revelations of the Qur'an to the Prophet Muhammad.

**RAMA NAVAMI** – (Hindu) Celebrates the birthday of Rama, king of ancient India, hero of the epic Ramayana, and seventh incarnation of Vishnu.

**REFORMATION DAY** – (Christian) Commemorates the beginning of the Protestant Reformation in 1517.

**ROSH HASHANAH** – (Jewish) Beginning of the Jewish New Year and first of the High Holy Days, which marks the beginning of a ten-day period of penitence and spiritual renewal.

**SHAVUOT** – (Jewish) The "Feast of Weeks" celebrates the covenant established at Sinai between God and Israel, and the revelation of the Ten Commandments.

**SHEMINI ATZERET** – (Jewish) "The Eighth (Day) of Assembly" is observed on the day immediately following Sukkot.

**SHROVE TUESDAY** – (Western Christian) A day of penitence as well as the last chance to feast before Lent begins. Also known as Mardi Gras.

**SIMCHAT TORAH** – (Jewish) "Rejoicing in the Torah" celebrates the conclusion of the public reading of the Pentateuch and its beginning anew.

**ST. PATRICK'S DAY** – (Christian) Feast day of the patron saint of Ireland. In the U.S., a secular version is celebrated by people of all faiths through appreciation of all things Irish.

**SUKKOT** – (Jewish) The week-long "Feast of Booths" commemorates the 40-year wandering of the Israelites in the desert on the way to the Promised Land.

**SUMMER SOLSTICE** – In the northern hemisphere, the longest day of the year. It marks the first day of the season of summer.

**SUSAN B. ANTHONY DAY** – Birthday of Susan B. Anthony (1820-1906), a pioneer in the Women's Rights Movement.

**TEMPLE DAY** – (Buddhist) Many Buddhists of all traditions pay their respects and pray for good fortune for the new year at the temple.

**THANKSGIVING DAY** – Following a 19th century tradition, it commemorates the Pilgrims' harvest feast in the autumn of 1621.

**THERAVADA NEW YEAR** – (Buddhist) In Theravada countries, the New Year is celebrated on the first full moon day in April.

**TISHA B'AV** – (Jewish) Mourning of the destruction of the First and Second Temples in Jerusalem in 586 BCE and 70 CE.

**TRANSGENDER DAY OF REMEMBRANCE** – Memorializes those who were killed due to anti-transgender hatred or prejudice.

**TU B'SHVAT** – (Jewish) New Year's Day for Trees, and traditionally the first of the year for tithing fruit of trees. Now a day for environmental awareness and action, such as tree planting.

**ULAMBANA** – (Buddhist) Buddhist Ghost Festival. The unsettled spirits of dead ancestors are calmed with chanting and offerings to enable them to pass peacefully into the next world.

**UNITED NATIONS HOLOCAUST MEMORIAL DAY** – Annual International Day of Commemoration in memory of the victims of the Holocaust coinciding with the anniversary of the liberation of the Auschwitz death camp in 1945.

**UNITED NATIONS DAY** – Commemorates the founding of the world organization in 1945.

**VALENTINE'S DAY** – Celebrates the idea of romantic love.

**VERNAL EQUINOX** – The date when night and day are nearly the same length. It marks the first day of the season of spring.

**VETERANS' DAY** – Honors the U. S. Armed Services and commemorates the war dead.

**WINTER SOLSTICE** – In the northern hemisphere, the shortest day of the year. It marks the first day of the season of winter.

**WORLD AIDS DAY** – International day of action on HIV and AIDS.

**WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT** – Recognizes cultural diversity as a source of innovation, exchange and creativity, as well as the obligation to create a more peaceful and equitable society based on mutual respect.

**WORLD PRESS FREEDOM DAY** – Serves as an occasion to inform the public of violations of the right to freedom of expression and as a reminder that many journalists brave death or jail to bring people their daily news.

**WORLD REFUGEE DAY** – Raises awareness about the plight of refugees and displaced persons.

**WORLD RELIGION DAY** – (Bahá'í) Observance to proclaim the oneness of religion and the belief that world religion will unify the peoples of the earth.

**WOUNDED KNEE DAY** – On December 29, 1890 more than 200 Lakota Sioux were massacred by U.S. troops at Wounded Knee in South Dakota.

**YOM HAATZMA'UT** – (Jewish) "Israel Independence Day" celebrates the establishment of the State of Israel on May 14, 1948. It is fixed as the fifth day of the Hebrew month of Iyar.

**YOM HASHOAH** – (Jewish) "Holocaust Remembrance Day" memorializes the heroic martyrdom of six million Jews who perished in the Nazi Holocaust.

**YOM KIPPUR** – (Jewish) The "Day of Atonement" marks the end of the Ten Days of Penitence that begin with Rosh HaShanah.

# ADL EDUCATIONAL RESOURCES

## FOR THE CLASSROOM

The Anti-Defamation League's A WORLD OF DIFFERENCE® Institute is a market leader in the development and delivery of anti-bias and diversity training and resources. Human relations and education professionals design training modules and produce curricula that provide the necessary skills, knowledge and awareness to promote and sustain inclusive and respectful school, work and home environments. Customized to meet the changing needs of a wide-range of audiences, programs are available to schools, universities, corporations and community-based organizations throughout the United States and abroad.

Through the development and delivery of its programs and resources, the Institute seeks to help participants: recognize bias and the harm it inflicts on individuals and society; explore the value of diversity; improve intergroup relations; and combat racism, anti-Semitism and all forms of prejudice and bigotry.

**A CLASSROOM OF DIFFERENCE™** is at the heart of the Institute, developed to address diversity in the pre-kindergarten through 12th grade school communities. Programs include:

- **Teacher Training Programs** provide educators with effective strategies for confronting prejudice and discrimination in their classrooms.
- **Trickery, Trolling and Threats: Understanding and Addressing Cyberbullying** is a training for secondary educators, administrators and student support personnel that increases awareness about the unique features and impact of cyberbullying.

- **Making Diversity Count** is an interactive online course for middle and high school educators to develop tools to build respectful and inclusive classrooms.
- **The Miller Early Childhood Initiative**, in partnership with Sesame Workshop™ (producers of Sesame Street), offers anti-bias training and resources to assist educators, caregivers and family members of children ages 3-5 in creating bias-free environments that encourage children to appreciate diversity. Family workshops and materials are also available in Spanish.
- **Middle and High School Student Programs** equip students with the knowledge and skills to become leaders in combating prejudice in their schools and communities.
- **CyberAlly™** is a training for middle and high school-age youth that increases awareness about cyberbullying, provides strategies for young people to respond effectively to cyberbullying and fosters an increased culture of e-safety, ally behavior and respect for differences among youth.

**No Place for Hate®**, the Southwest region's signature education initiative, empowers schools to promote respect for individual and group differences while challenging prejudice and bigotry.

**Echoes and Reflections: A Multimedia Curriculum on the Holocaust** is an interdisciplinary multimedia Holocaust education curriculum for secondary school classrooms, with an optional accompanying full-day educator training.

**Hate Crimes Training** workshops are designed to give educators and students the tools to recognize, report, and respond to hate crimes.

# ADL IS A LEADING PRODUCER OF HUMAN RELATIONS MATERIALS. FOR ADDITIONAL RESOURCES, SEE OUR ONLINE CATALOG AT [www.adl.org/catalog](http://www.adl.org/catalog)

## FOR THE COMMUNITY

**Community of Respect® Initiative** highlights the benefits of diversity, encourages inclusiveness, and empowers people to reject prejudice and discrimination in their businesses, homes, houses of worship and communities.

**A WORKPLACE OF DIFFERENCE™** provides corporations, businesses, non-profit organizations and government and law enforcement agencies with training programs and services that help manage diversity successfully and create more productive, respectful and inclusive work environments.

**Law Enforcement in Society: Lessons of the Holocaust** (*Taught at Holocaust Museum Houston in partnership with the Museum and the Houston Police Department for 8 hours TCLEOSE credit*). This course includes a tour of the Museum, a look at how local law enforcement was influenced by the Holocaust, and a contrast between that time and modern times in the United States, where law enforcement provides the front-line defense of our freedoms.

**Hate Crimes Training for Law Enforcement** (*2 or 4 hours TCLEOSE credit*). This course takes law enforcement officers through a comprehensive look at Texas' hate crime law, hate crimes, who some of the perpetrators are, who some of the area extremists are, and how to recognize them. It also explores how victims of hate crimes feel even more vulnerable than victims of other crimes, how to be sensitive to those feelings, and helps officers think about how to deal with such crimes through a variety of large group, small group, and video scenarios.

**How Hate Crimes Affect Their Victims** (*for Victim's Assistance Personnel*). This one-hour presentation explores the special sensitivities of hate crime victims, and of the communal victims hate crimes create. It helps Victim's Assistance Personnel understand why hate crime victims may have unique needs.

**Other trainings include:**

**ADL in Action: What We Do And How We Can Be of Help To You** (*for media personnel*). This one-and-a-half-hour presentation presents ADL resources, information about extremists in the area, and helps media think about ways they should cover extremists and hate groups. It also can be tailored to provide information and suggestions on how to cover diversity-related stories.



# RESPONDING TO CYBERBULLYING

Cyberbullying, the intentional and repetitive mistreatment perpetrated through the use of information and communication technologies, affects almost half of all U.S. teens. It is motivated by prejudice and hate, and some of the most serious cases of cyberbullying are the results of bias based on a person's race, religion, national origin and sexual orientation (from Sameer Hinduja and Justin W. Patchin, "Cyberbullying Fact Sheet," 2008, [www.cyberbullying.us](http://www.cyberbullying.us)). Whether cyberbullying is related to identity-based group membership, or more universal characteristics such as appearance or social status, online social cruelty can produce devastating consequences for the targets and may be a precursor to more destructive behavior, including involvement in hate groups and bias related violence.

When cyberbullying occurs, it is important that adults and youth work together to minimize the potentially devastating consequences. Tips for administrators and educators, family members and students follow:

## TIPS FOR ADMINISTRATORS AND EDUCATORS

### Prevention tips:

- Set clear school guidelines for Internet use
- Teach students about ethical and legal standards for Internet and cell phone use, and consequences for cyberbullying and online cruelty
- Educate students about cyberbullying and discuss strategies for reacting to cyberbullying as targets and bystanders
- Make reporting of cyberbullying and online hate incidents a requirement
- Establish confidential reporting mechanisms
- Devise supervision and monitoring practices of students' Internet use on school computers
- Promote empathy, ethical decision making skills and respect among students
- Increase awareness of Internet safety strategies among students and families

### Intervention tips:

- Take action immediately when cyberbullying takes place
- Save the email or other evidence
- Assess the nature and extent of the problem
- Determine appropriate consequences for perpetrators in accordance with school policies

- Report extremely harmful online speech to the police
- Discuss the incident and consequences with the perpetrators' families to establish consistent expectations at home and in school
- Provide social skills education and counseling to perpetrators
- Inform school based mental health professionals to help the victims and their families cope.

## TIPS FOR STUDENTS

- Ignore the bullying. Don't prolong it by engaging with the perpetrator or forwarding hateful messages to others
- Save the evidence to show to parents, school administrators and the police, if necessary
- Don't feel shame. Tell your parents or a trusted adult and report cyberbullying incidents to school officials
- Protect yourself from further bullying by blocking offending email addresses and cell phone numbers
- Change phone numbers, email addresses and screen names, if necessary

## TIPS FOR FAMILY MEMBERS

### Prevention tips:

- Talk to your child about Internet and cell phone safety
- Monitor the amount of time your child spends online
- Set up the computer in the family room where you can supervise his or her Internet use
- Purchase tracking software to block inappropriate Web content and check your child's online activities
- Encourage your child to tell a parent or trusted adult about threatening or harassing messages

### Intervention tips:

- Save the evidence
- Protect your child from further bullying by blocking offending email addresses and cell phone numbers
- Change your child's phone number and email address, if necessary
- Report cyberbullying incidents to school authorities
- Report extremely harmful online speech to the police
- Report incidents and file complaints with email services, Internet Service Providers, Web sites, cell phone companies, etc.
- Consider cancelling services with providers who do not respond adequately

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# WHAT STUDENTS ARE SAYING ABOUT BEING ON A NO PLACE FOR HATE® CAMPUS

## HUNTERS CREEK ELEMENTARY SCHOOL

### Spring Branch ISD

"Being a No Place for Hate school makes everything better. Kids feel better about themselves. It helps kids learn because kids are not nervous to show their smart side. They are not worried about being made fun of by others. Everyone is helpful and not rude or sarcastic to each other. There are no put downs."

– 5th grade student

"I like being a No Place for Hate school because everyone wants to be friends. It is like one big friendship group. We like to get a lot of kids to play together. It is like a team and there are no put downs."

– 4th grade student

"I am new here and I really like it. The kids invite me to play and help me figure out the games. This school is different from my old school. Kids are nice here. There used to be 3 – 4 fights a week at my old school. The kids here say there are no fights!"

– 5th grade student

"Being a No Place for Hate school makes this school a place where nobody says "I hate you". You can say, "I don't like this because it is not fair." Everyone is friendly and gets along. If there is a fight in a game, we try to work it out and move forward. I try to never look back but to look to the future."

– 4th grade student

## JOHNSTON MIDDLE SCHOOL

### Houston ISD

"Being in a No Place for Hate school means there is less racism."

– *Elissa*

"I am in the 6th grade. I know that this is a No Place for Hate school so I won't be judged. No one will make me feel uneasy because I am shy"

– *Tsuji*

"To me, being in a No Place For Hate school means that students like myself that are creative and outgoing should not be afraid to express themselves because of fear of judgment by others. Also, we shouldn't encounter bullying or hateful behavior because we stand against it. We show respect for everyone."

– *JMS Student*

"It is good to know that my campus is safe and welcoming of all students regardless of race, religion or ethnicity. I am proud my school is No Place for Hate."

– *Sarah*

"As an eighth grader, I am proud of my school for being No Place for Hate for ten years straight. The program has helped Johnston's diversity be an asset."

– *Rachel*

## KINKAID MIDDLE SCHOOL

### Private

"No Place for Hate means don't hate anyone. It is ok if you're not friends with them, but you still have to be nice to them"

– *Jake*

"No Place for Hate means that no one is mean to anyone, no one is exclusive to anyone, and every single person is equal no matter what".

– *Mary Helen*

"No Place for Hate is a spearhead that stabs into the black heart of unkindness and hatred"

– *Rob*

"No Place for Hate is respecting others, being kind to your teachers, being respectful to older and younger students, and being on your work."

– *Phin*

"No Place for Hate means a safe environment to be in. It is a place where you can know you can't be bullied and hurt. It is a place where everyone can get along".

– *Sarah*



REAL ESTATE GROUP

**Jeanne & Mickey  
Klein**



**H-E-B TOURNAMENT  
OF CHAMPIONS**



**Lily & Yigal Saad  
Austin Post**



**Austin Ventures**

**The Tocker  
Foundation**



**BRIDGEWAY**

**The Harvey L. Miller  
Family Foundation**

**Rochelle & Alan  
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**The Naomi and  
Martin Warren  
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**Max & Rochelle Levit  
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Levit Family**

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