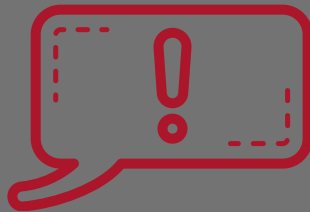




TIPS FOR INTERRUPTING HATE, BIAS & RACISM



INTERRUPT



Speak up against biased remarks the moment it is happening.

For example, say:

- *I don't like words or actions like that.*
- *That word (s) or action(s) is hurtful.*
- *That language is not appropriate in Park City Schools.*

QUESTION



Ask simple questions to find out why the words or action occurred.

For example:

- *What did you mean by that?*
- *Tell me more about that.*

EDUCATE



Explain why a term, phrase or action is offensive. Encourage the use of appropriate phrases and language.

Ask questions:

- *Do you know the history of that?*
- *Are you aware of why that comment is hurtful?*

ECHO



Be the person repeating that biased and harassing remarks are not appropriate.

There is strength in numbers, so thank the person speaking up and support them.