

HARMFUL AND DEROGATORY LANGUAGE IN SCHOOLS

GUIDE 1: UNDERSTANDING HARMFUL LANGUAGE

Understanding Harmful Language

Definition: Harmful language refers to words, phrases, or expressions that can cause emotional, psychological, or physical harm to individuals or groups. This can include Hate Speech, Harassment, Bullying, and/or Abusive Language.

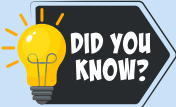
Cal. Ed. Code Section 48907: Schools cannot curtail students' speech solely to avoid discomfort or inconvenience from unpopular views. However, bullying, harassment, and threats aimed at teachers or other students are forms of expression that schools can regulate (California DoJ). For more information, please review FUSD's Anti Bullying Policy.

Impact on Overall School Culture:

- Negative School Environment:
 - Hostility and Fear
 - Lack of Safety
- Erosion of Trust
 - Distrust in Authority
 - Peer Relationships
 - Reduced School Cohesion
 - Fragmentation & Decreased Collaboration

Impact on School Reputation

- Community Perception: A school known for a negative climate can develop a poor reputation within the community, affecting enrollment and community support.



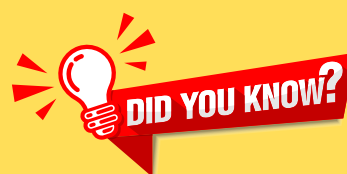
Only 46% of Black (California) 11th graders felt connected to their school/staff, compared to 59% of white 11th graders (ACLU California, 2019).

Impacts on Student Mental Health

- Anxiety & Depression
- PTSD
- Chronic Stress
- Isolation
- Difficulty Forming Relationships

Impacts on Academic Performance

- Decreased Academic Engagement
- Declining Grades
- Reduced Motivation
- Impaired Learning
- Increase in Absenteeism



22% of California students said they'd missed 3 or more days of school due to their mental health (EdSource, 2022).

Resources to Support Students:

1. "You Can't Say You Can't Play"
2. "Odd Girl Out: The Hidden Culture of Aggression in Girls"
3. The National Child Traumatic Stress Network (NCTSN)
4. Anti-Defamation League (ADL) Education Resources
5. The Trevor Project
6. Teaching Tolerance (Learning for Justice)
7. PACER's National Bullying Prevention Center
8. StopBullying.gov