



Join the Movement



No Place for Hate® is helping students, educators, and family members across the country improve equitable school climate so all students can thrive socially and academically as engaged global citizens.

To learn more about No Place for Hate, please visit:

www.adl.org/noplaceforhate

For questions about No Place for Hate® in the Santa Barbara/Tri-Counties, Contact: Brianna Moffitt at bmoffitt@adl.org or 805-564-6670

STEPS TO BECOMING A NO PLACE FOR HATE® SCHOOL

1. Register Online

Schools register online and create a No Place for Hate Committee that will plan, coordinate and oversee the school's anti-bias projects. The committee includes students, educators and staff, administrators, family members and community leaders that reflect the diversity of the school community.

2. Sign the Resolution of Respect

A majority of the school community must sign the Resolution of Respect, affirming a commitment to promoting respect and challenging bullying.

3. Complete at least 3 Activities throughout the year

Participating schools design and implement at least three activities that highlight the themes of inclusion and respect. These activities engage the full student body in discussion around anti-bias and bullying prevention topics and ideally provide students with an opportunity to take follow-up action.

4. Receive a No Place for Hate Banner from ADL

Upon completion of all requirements, schools receive a customized banner designating their school No Place for Hate.

NO PLACE FOR HATE® COMMITTEE TRAINING

A key component to a successful No Place for Hate program is creating a committee that brings together representatives of multiple constituencies (students, educators, administrators and family members) in order to create sustainable change in their school community.

ADL has developed a training to help committees assess the current climate and culture of their school, understand the basics of bias and bullying and develop an action plan that will provide opportunities for the entire student body to engage in active learning and discussion around these issues.



WHAT IS NO PLACE FOR HATE®?

For almost twenty years, The Anti-Defamation League (ADL) has been supporting schools in their efforts to improve school climate through No Place for Hate®. ADL is currently developing a standard model of No Place for Hate that provides customizable recommendations for schools who are looking to go deeper and create sustainable change. The goals of this model are to:

- create a team of students, educators and family members that works together effectively and understand individual roles in the successful implementation of No Place for Hate;
- support the integration of anti-bias training and curriculum toward improving school culture;
- improve evaluation of the No Place for Hate process and impact within schools; and
- provide flexibility that allows schools to tailor the program to their needs in order to create sustainable positive change in school climate.

WHAT IS REQUIRED?

The following outline is a recommended three-year roll out of the program for schools establishing or re-establishing No Place for Hate. ADL strives to integrate components of No Place for Hate within existing structures, leveraging the school's assets for strongest continuous implementation:

Year 1

Basic

- Register in the two-step online process (*Summer/Fall*)
- Meet with ADL staff to create Year 1 action plan (*Summer/Fall*)
- Create a multi-stakeholder No Place for Hate Committee (*Fall/Winter*)
- Three-hour ADL No Place for Hate Founding Committee training (*Fall/Winter*)
- Signing of the Resolution of Respect – recommended as part of school-wide kickoff event (*First Monday in October OR Fall*)
- Implement a school-wide event to introduce No Place for Hate to the school community (*Spring*)
- School assessment through implementation of full climate survey (*Integrated*)
- Analysis of climate survey data (*Integrated*)

Advanced

- Creation of goal(s) that will inform the school's No Place for Hate focus (*Spring*)
- Planning of a No Place for Hate kickoff event for the following Fall (*Spring*)
- Establish committee member selection process (e.g., to replace graduating students, etc.) (*Spring*)

Year 2

Basic

- Re-register for new school year (*Summer/Fall*)
- If not completed, select new members for No Place for Hate Committee (*Fall*)
- Three-hour ADL No Place for Hate Committee training (*Fall*)
- Signing of the Resolution of Respect (recommended as part of a kickoff event) (*First Monday in October OR Fall*)
- Design and implementation of **three** school-wide No Place for Hate activities (*Fall-Spring*)
- Assessment and Analysis of school climate (*Ongoing*)

Advanced

- Introduction/Review of ADL's level-specific anti-bias curriculum (*Spring*)
- Plan to implement 10-20 of ADL's anti-bias lesson plans into the curriculum in Year 3
- Planning of a No Place for Hate kickoff event for the following school year (*Spring*)
- New committee member selection process (e.g., to replace graduating students, etc.) (*Spring*)

Year 3

Basic

- Re-register for new school year (*Summer/Fall*)
- If not completed, select new members for No Place for Hate Committee (*Fall*)
- Three-hour ADL No Place for Hate Committee training (*Fall*)
- Signing of the Resolution of Respect (recommended as part of a kickoff event) (*Fall*)
- Design and implementation of three school-wide No Place for Hate activities (*Fall-Spring*)
- Assessment and Analysis of school climate (*Ongoing*)

Advanced

- One additional ADL Education training (*Fall or Spring*)
- Implementation of ADL anti-bias lesson plans in the classroom (comprehensive commitment to lesson plans can take the place of school-wide activities) (*Fall-Spring*)
- Creation of one or two No Place for Hate goals based on climate survey data for the following school year (*Spring*)
- Planning of a No Place for Hate kickoff event for the following school year (*Spring*)
- New committee member selection process (e.g., to replace graduating students, etc.) (*Spring*)

NO PLACE FOR HATE COMMITTEE REQUIREMENTS

The committee must include students, administrators, other school faculty, and family members. In addition to the above outline, ADL expects participating schools to have regular No Place for Hate Committee meetings at least once a month. The goals at these meetings should include:

- strengthening the relationship among the various stakeholders of the group through icebreakers or other relevant activities;
- review any current school-based issues that have arisen since the last meeting to discuss effective interventions;
- examination of a current event related to the themes of No Place for Hate that may have an effect on the school climate (e.g., rescinding of DACA, protests in Charlottesville, etc.) and exploration of ways to address the issue proactively with the whole school; and
- check-in on next steps and designation of individual tasks.

THE NO PLACE FOR HATE® PLEDGES

The Resolution of Respect

(MIDDLE & HIGH SCHOOL)

- I will seek to gain understanding of those who are different from me.
- I will speak out against prejudice and discrimination.
- I will reach out to support those who are targets of hate.
- I will promote respect for people and help foster a prejudice-free school.
- I believe that one person can make a difference—no person can be an “innocent” bystander when it comes to opposing hate.
- I recognize that respecting individual dignity and promoting intergroup harmony are the responsibilities of all students.

The Promise of Respect

(ELEMENTARY SCHOOL)

- I promise to do my best to treat everyone fairly.
- I promise to do my best to be kind to everyone—even if they are not like me.
- If I see someone being hurt or bullied, I will tell a teacher.
- I will help others to feel safe and happy at school.
- I will be part of making my school No Place for Hate®.

ACTIVITY GUIDELINES

How can we be sure our project is considered a No Place for Hate® activity?

All qualifying activities must be consistent with the No Place for Hate mission by challenging bigotry, bias and bullying; exposing young people to diverse identity groups, backgrounds and points of view; promoting respect for individual and group differences and providing opportunities for community-building within the school. Ideally, each project will challenge *all* students to think critically, instill a sense of empathy and empower students to become allies for one another.

Additionally, No Place for Hate activities should:

- Involve students in the planning and implementation
- Involve all students in active learning for a school-wide impact
- Involve all students in discussion and/or debriefing of activities
- Address school-based issues
- Take place throughout the school year, with the three or more activities spread out over time
- Focus on inclusivity and community

No Place for Hate activities should NOT include:

- Signing the Resolution of Respect, which does not count as an activity, as it is a separate step in earning your school's No Place for Hate designation
- Activities done by only one classroom or small group unless that group then engages the rest of the student body in a way that follows the activity guidelines
- Activities that do not incorporate discussion with students
- Activities that do not require ACTION from the students (use only passive learning)
- Activities that all take place in one week

ADL RESOURCES

Each registered school will receive a No Place for Hate® Resource Guide which includes:

Getting Started

- 5 Steps to Becoming No Place for Hate
- No Place for Hate Pledges (English/Spanish)

Activity Planning Recommendations

- Guidelines and sample activities in these categories: Identity & Culture, Examining Bias, Bullying Awareness & Prevention, School Climate, Social Justice

School Climate Improvement Resources

- School Climate Improvement & Measurement
- Defining Expectations by Setting Clear Policy

Additional ADL Education Resources

- Expanding the Impact through ADL Education Programs
- Developing a Common Language: Definitions Related to Bias and Bullying
- The Power of Social Emotional Learning (SEL)
- Holiday Activities Guidelines

