

# Discriminatory and Harmful Language Protocol

STEP  
01



## Interrupt

**Interrupt discriminatory language.** Example, "please stop using that word" or "let's talk for a minute about what is being said right now."



## Identify

**Discriminatory comments are often based on:**

actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex.



## Educate

**Describe why the language is harmful and/or prohibited.**

Example, "you might not fully understand the history behind that word. Those comments are extremely painful for\_\_ because \_\_."



## Support

**Ensure the immediate safety of the individual who experienced discrimination.**

Communicate their value in our community. Indicate the next steps that will be taken.



## Report

**Speak with an administrator (or case manager) about the incident to determine next steps**

(i.e., restorative response or DASA process). Document the incident if your school has a procedure for this.

STEP  
02

STEP  
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05

Visit [monroe.edu/Equity](https://monroe.edu/Equity) for updated tool kit



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Adapted from HDSB Protocol