COLORADO SCHOOL SAFETY RESOURCE CENTER
COLORADO DEPARTMENT OF PUBLIC SAFETY

BULLYING AND HARASSMENT PREVENTION AND EDUCATION

COLORADO SCHOOL RESOURCE GUIDE

Colorado
School Safety Resource Center
Department of Public Safety

NOTE:
This guide includes a variety of resources that may help to address bullying prevention and education in Colorado schools. It is a compilation of information and not an endorsement of any specific program or service by the Colorado School Safety Resource Center of the Department of Public Safety.

This information was compiled in October 2011 and may be subject to change

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I. KEY MESSAGES ABOUT BULLYING AND HARASSMENT

1. Bullying negatively impacts the academic, emotional and physical wellbeing of students.

2. Building a positive school climate should be the focus of an effective bullying and harassment prevention plan because kids need to feel safe and supported in order to succeed in school.

3. Every school needs to adopt and implement best practice bullying and harassment prevention approaches.

4. An effective bullying and harassment prevention program is one that's integrated into the academic and social environment of a school on an on-going basis.

5. Bullying, cyberbullying, and harassment prevention policies and practices must directly address the needs of students most impacted by bullying. Policies must clearly state that bullying and harassment based on sexual orientation, gender identity, race, ethnicity, religion, sex or ability are strictly forbidden.

6. All people are negatively impacted when bullying is a problem in school, including targets, kids who bully, bystanders, and school staff. A collaborative, community approach is necessary to decreasing bullying in schools.

7. Adults have a responsibility to model appropriate language and behavior.

8. Every bullying incident must be responded to immediately and appropriately. However, not all conflict is bullying. Bullying involves an imbalance of power and intent to cause harm.

9. Bullying and harassment take many forms including cyberbullying; physical, sexual and verbal intimidation; and relational and physical aggression. Some forms of bullying may rise to the level of criminal acts including sexual and physical assault and must be handled as such.

10. School districts may violate civil rights statutes and the U.S. Department of Education's implementing regulations when peer harassment based on race, color, national origin, sex (including gender-based sexual harassment), or disability is sufficiently serious that it creates a hostile environment and such harassment is encouraged, tolerated, not adequately addressed, or ignored by school employees.

For additional resources:
www.stopbullying.gov
www.safeschools.state.co.us/
www.colegacy.org/
www.glsen.org

Developed by the Bullying Prevention Working Group, May, 2011. These messages are not meant to serve as specifics of policy instruction or details of a best practice framework, but are suggested as general messaging principles.

II. TEN BEST PRACTICES IN BULLYING PREVENTION

1. **Make bullying prevention an integral and permanent component of focusing on the overall school climate and culture**
   a. Bullying prevention should be an ongoing part of creating a safe, respectful environment for all students, staff and parents.
   b. Use of a program may be part of prevention efforts, but prevention work should be integrated into all facets of the school climate.

2. **Establish support and coordination of bullying prevention activities**
   a. Form and utilize a team to address bullying prevention efforts
   b. Team should consist of representation from administration, all staff, and parents.
   c. Give young people an active and meaningful role in bullying prevention efforts.
   d. A student advisory group or other strategies will assist in securing buy-in from students.

3. **Regularly assess the bullying and school climate at your school**
   a. School climate assessments will give you a baseline as well as help you decide what types of interventions would be most effective to address the issues at your school.
   b. Assessing the climate will also help everyone in the school get on board with trying to create a safer climate.
   c. Regularly re-administer assessments to monitor progress and improve and update efforts**.**

4. **Establish and consistently enforce school rules and policies related to bullying prevention and intervention.**
   a. Review bullying policies and rules to be sure they are clearly defined and cover all types of bullying behaviors. The schools in the district are subject to all federal and state laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry, or need for special education services as outlined in C.R.S. 22-32-109(1)(11)(I). Some forms of bullying may rise to the level of criminal acts including sexual and physical assault and must be handled as such.
   b. Rules, policies, and interventions need to address all school populations.
   c. Policies should also encourage active participation in stopping bullying behavior observed by staff and students.
   d. Consequences need to be clear and consistently enforced.
   e. See *Dear Colleague Letter , U.S. Department of Education, Office for Civil Rights, October, 2010.*

5. **Provide ongoing training for *all* staff in bullying awareness, prevention, and appropriate interventions.**
   a. School staff need skills in best practices for responding to bullying immediately. See Stop Bullying Now reference: *How to Intervene to Stop Bullying: Tips for On-the-Spot Intervention at School.*
   b. Communicate clear expectations for staff and appropriate use of consequences for bullying behavior.

c. Staff should be trained in understanding the difference between normal conflict and bullying.
d. School staff also need to know how best to support those who have been bullied. See Stop Bullying Now handout: *Providing Support to Children Who are Bullied: Tips for School Personnel and Other Adults.*

6. **Increase adult supervision in "hot spots" where bullying occurs.**
   a. Climate assessments can identify hot spots.
   b. Increased staff supervision can go a long way to reducing bullying behaviors.

7. **Intervene immediately, consistently, equitably and appropriately when bullying occurs.**
   a. Immediate response by staff will create teachable moments
   b. Some students will also need individual follow-up, both those who have been targets or those displaying bullying behaviors.

8. **Focus some class time on bullying prevention efforts**
   a. Integrate time for teaching and empowering students in bullying awareness and skills for appropriate response and reporting into class time and other activities.
   b. Bullying prevention needs to be integrated into good classroom management and peer relationship building.
   c. Anti-bullying themes and messages should be incorporated throughout the school curriculum.

9. **Develop cultural competency strategies, skills, and use programs that are inclusive**
   a. Demonstrate and reinforce respect for differences.
   b. Enhance communication and relationship building skills.

10. **Continue efforts over time.**
    a. Good bullying prevention is on-going.
    b. Bullying prevention should be woven into the school environment.

Adapted from Stop Bullying Now: Best Practices in Bullying Prevention and Intervention and Steps to Address Bullying at Your School: Tips for School Administrators, U.S. Department of Education and U.S. Department of Health & Human Services.

II. AVOID MISDIRECTIONS IN BULLYING PREVENTION AND INTERVENTION

1. **Zero tolerance policies/student exclusion policies**
   a. May effect a large number of students
   b. May discourage students from reporting bullying
   c. May prevent students from receiving much needed help
   d. Bullying behavior can be an early marker for other problem behaviors
   e. Not recommended as a broad-based policy

2. **Conflict resolution and peer mediation**
   a. Bullying denotes a power differential and therefore is a form of victimization, not conflict
   b. Mediation can further victimize a child who has been targeted
   c. It may send the wrong message. The appropriate message for the one who is bullying is "Your behavior is inappropriate and must be stopped". The appropriate message for the one being bullied is "No one deserves to be bullied and we are going to do everything we can to stop it."
   d. No evidence supports the effectiveness of mediation in bullying situations

3. **Group treatment for children who bully**
   a. Often counter-productive for those with bullying behaviors as it may reinforce unwanted behaviors
   b. One-on-one intervention is more helpful when possible to deal with anger management, skill-building, empathy building and seeking ways to build the self-esteem of those displaying bullying behaviors.

4. **Simple, short-term solutions**
   a. One-time efforts as the topic of a staff in-service, PTA meeting, school-assembly or lessons taught by individual teachers have not proven effective.
   b. Bullying prevention efforts need to be coordinated and integrated into an overall plan for building a positive school climate.

Adapted from Stop Bullying Now: Misdirections in Bullying Prevention and Intervention, U.S. Department of Education and U.S. Department of Health & Human Services.

IV. QUESTIONS TO ASK AS YOU EXPLORE THE USE OF AN INTERVENTION

1. **Implementation –**
   - How will this program or practice integrate as part of your overall positive school climate effort?
   - Where has this intervention been implemented? In what settings? With what populations?
   - What are the challenges for effective implementation? How might these challenges be overcome?
   - What common mistakes have been made and how can we avoid them?
   - Can we obtain contact information for two or three directors of implementation sites that are currently in the process of implementing this intervention?

2. **Adaptations –**
   - Has this intervention been adapted in any ways that might be relevant to its implementation at our school?
   - Are there "core components" that must be implemented and/or should not be adapted?

3. **Staffing –**
   - What are the staffing requirements (number and type)?
   - What are the minimum staff qualifications (degree, experience)?
   - What methods are used to select the best candidates (philosophy, skills)?
   - Is there a recommended practitioner-to-client ratio?
   - Is there a recommended supervisor-to-practitioner ratio?

4. **Quality Assurance Mechanisms-**
   - What are the core components that define the essence of the intervention?
   - How are supervisors prepared to provide effective support for practitioners?
   - What is the supervision protocol for providing effective support for practitioners?
   - What practical instruments are available to assess adherence and competence of the practitioner's use of the intervention's core components?
   - What tests have been done to ensure the validity and reliability of the fidelity instruments?

(continued on next page)

5. **Training and Technical Assistance Needs –**
   - Is training required before a site can implement this intervention?
   - Who conducts the training and where is it conducted?
   - Can staff at implementation sites be certified to conduct the training?
   - Who is typically trained (practitioners, staff selections interviews, staff trainers, staff supervisions/coaches, agency administrators)?
   - What is the duration of the training (hours, days)?
   - Is retraining required/available?
   - What on-site assistance is provided by the developer, if any?
   - How long does it usually take for a new implementation site to become a high-fidelity uses of the intervention?

6. **Costs –**
   - How much does it cost to secure the services of the developer? What is included in that cost?
   - If the intervention costs more than my budget allows, is there a way to implement only part of the intervention?
   - Do costs include salaried positions? In-kind costs? Special equipment?

Adapted May, 2011 from National Registry of Evidence-based Programs and Practices – Questions to Ask as You Explore the Possible Use of an Intervention.

V. COLORADO AGENCIES AND ORGANIZATIONS

1. Anti-Defamation League

www.adl.org/mountain-states
Address: 1120 Lincoln Street, Suite 1301, Denver, CO 80203
Contact person and title: Tara Raju, Project Director, Education; Paula Brown, Project Director, Education
Email: Denver@adl.org
Telephone: 303-830-7177

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth

a. No Place for Hate® Campaign	
Description	The No Place For Hate® campaign, coupled with ADL's A WORLD OF DIFFERENCE® Institute training programs, are about change. No Place for Hate® provides leadership development to students in their schools by asking them to organize and lead their school community through events, activities, and workshops which increase awareness and education around the issues of diversity, respect and prejudice. The No Place For Hate® campaign's anti-bias trainings are designed to reach the K-12 audiences and assist schools in setting a standard of respect for diversity and anti-bias efforts that will mobilize the school community to take action.
Target Audience	K-12 Community - students, educators, parents, community members, staff
Content of the program or services	The No Place for Hate® campaign is a year-long commitment that empowers schools to promote respect for individual and group differences while challenging prejudice and bigotry. Upon completion of 5 required steps, a school will be designated No Place for Hate®
Cost	There is no cost to schools.

b. ADL's A WORLD OF DIFFERENCE® Institute	
Description	ADL's A WORLD OF DIFFERENCE® Institute is a provider of anti-bias education and diversity training 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.
Target Audience	Programs and resources for students, educators and families from Pre-K to the college level, as well as programs for community organizations.
Content of the program or services	(See description above) Programs are customized for each institution, organization or community group and include issues and topics ranging from Cyberbullying to heterosexism and homophobia to building bridges of cross-cultural understanding and mutual respect. ADL has also created a wealth of online resources including: Making Diversity Count (www.adl.org/education/mdc) is an online professional development tool for educators to build respectful and inclusive classrooms. and Curriculum Connections (www.adl.org/education/curriculum_connections) is a series of anti-bias lesson plans for K-12 educators.

2. BUENO Center for Multicultural Education, University of Colorado

www.buenoeac.org
Address: 247 UCB, Boulder, CO 80309
Contact person and title: Manuel Escamilla, Ph.D., Director, Region VIII Equity Assistance Center
Email: manuel.escamilla@colorado.edu
Telephone: 303-492-1968

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth
Equity Assistance Center (EAC)		
Description	There are 10 regional Equity Assistance Centers (EACs) funded by the US Department of Education under Title IV of the 1964 Civil Rights Act. The BUENO Center at the University of Colorado is home to the region VIII EAC, which includes Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming. The EAC provides technical assistance and training to public schools in the equity areas covered by the Civl Rights Act, which include race, gender and national origin.	
Target Audience	Teachers, administrators, and parents of public school children in our region.	
Content of the program or services	**The Region VIII Equity Assistance Center Provides the Following Free Services:** 1) Leadership development and training for culturally responsive teaching and pedagogy. 2) Curriculum development in the areas of culturally responsive teaching, English language development, and equitable curriculum practices (i.e. infusing women's, African American, Latino and Native American history into the curriculum). 3) Alignment of state content and assessment standards to school district and classroom curricula. 4) Equitable assessment practices to better monitor progress of ELLs and to reduce the number of culturally and linguistically diverse students in special education. Professional development for teachers and administrators in all of the equity areas listed above	
Cost	There is no cost for services. Please fill out a "Request for Services" form on the www.buenoeac.org website.	

3. Bully Proofing Your School - National Center for School Engagement

www.schoolengagement.org
Address: 450 Lincoln Street #100, Denver, CO 80203
Contact person and title: Finessa Ferrell, Director; Sarla Thal, Program Coordinator
Email: fferrell@schoolengagement.org
Telephone: 303-837-8466 x 107

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents

Bully- Proofing Your School	
Description	*Bully-Proofing Your School* is a comprehensive program for handling bully/victim problems through the creation of a "caring majority" of students who take the lead in establishing and maintaining a safe and caring school community. The program includes a pre K – 12 curriculum and focuses on converting the silent majority of students into a caring majority by teaching strategies that help them to avoid victimization and to take a stand for a bully-free school. In schools which have implemented the program, incidences of bullying behaviors have declined and feelings of safety among the students have increased.
Target Audience	School staff members, parents and parent groups, youth services organizations
Content of the program or services	The Bully-Proofing Your School materials contain information about bullying and its specific effects and consequences for the LGBT community. We are currently developing a specific online course about bullying/harassment issues and the LGBT community. On-line training for teachers and staff.
Cost	Varies based on number of trainers required to complete the training requested; approximately $1,500 per trainer for each full day.

4. Center for the Study and Prevention of Violence, University of Colorado, Boulder

www.colorado.edu/cspv
Address: 1440 15th Street, UCB 483, Boulder, CO 80203
Contact person and title: Delbert Elliott, Ph.D., Distinguished Professor Emeritus and Director
Email: Delbert.elliott@colorado.edu
Telephone: 303-735-1065
Survey Contact person and title: Sabrina Arredondo Mattson, Ph.D., Research Associate
Email: Sabrina.Mattson@colorado.edu
Telephone: 303-735-1633

Programs or services offered to schools or youth:	Consultation to schools Training for school staff Information about effective violence prevention programs	Free, online school climate surveys (students, staff & parents) Training for parents

Safe Communities-Safe Schools (including Blueprints for Violence Prevention)	
Description	Collaborative that promotes a data-driven approach to a positive school climate

Target Audience	Schools, law enforcement, mental health, policy makers
Content of the program or services	CSPV offers climate surveys that are anonymous, confidential, and available online. The surveys measure risk and protective factors for violence and problem behaviors and a report for the school is generated online when surveys are completed. The student surveys also include an in-depth assessment of the school climate and bullying at school. 1. The Barometers of School Safety (surveys): – SPARK: Elementary Student Survey, grades 3 up, 30 min – VOLT: Middle/High Student Survey , 45 min – CHARGE: Administrator/Staff Survey, 10 min – GRID: Parent Survey, 15 min 2. Blueprints for Violence Prevention Programs – **http://www.colorado.edu/cspv/blueprints/index.html**
Cost	Currently there is no cost for K-12 Colorado Schools

5. Colorado Department of Education - Positive Behavioral Interventions and Supports

http://www.cde.state.co.us/pbis/
Address: 201 E. Colfax, Denver, CO 80203
Contact person and title: Erin A. Sullivan, Colorado PBIS Statewide Coordinator
Email: sullivan_e@cde.state.co.us
Telephone: 303-866-6768

Programs or services offered to schools or youth:	Consultation to schools Training for school staff Training for parents School Safety Advocacy
Colorado Positive Behavioral Interventions and Supports	
Description	Colorado PBIS trains and provides technical assistance to district and school leadership, staff, and families on evidence-based positive school climate and culture systems and practices as well as specific bully prevention strategies. Much of the Colorado PBIS training and technical assistance focuses on teaching stakeholder groups how to teach and empower their students in these strategies. The mission of the Colorado Positive Behavioral Interventions and Supports (PBIS) Initiative is to establish and maintain effective school environments that maximize academic achievement and behavioral competence of all learners in Colorado. Colorado PBIS provides a continuum of professional development and technical assistance on evidence-based systems, practices, and data to create and sustain a positive school climate and culture for all students. Additionally, the Colorado PBIS Initiative provides specific professional development and technical assistance on evidence-based bully prevention and intervention within the framework of PBIS. Extensive information on evidence-base and effectiveness is available on www.pbis.org and www.cde.state.co.us/pbis
Target Audience	PreK-12 students, families, school staff, and district and building administration
Content of the program or services	As applicable
Cost	There is no cost to participants for training or technical assistance. Districts and schools incur costs associated with coaching and release time for training of staff.

6. Colorado Legacy Foundation

www.colegacy.org

Address: 1660 Lincoln, Suite 2720, Denver 80264

Contact person and title: Erin Yourtz, Program Manager, Bullying Prevention Initiative

Email: eyourtz@colegacy.org

Telephone: 303-887-7463

Programs or services offered to schools or youth:	Consultation to schools	Training for school staff	Incentive grants
Bullying Prevention Best Practices Guide and Incentive Grants to Schools			
Target Audience	School Districts, School Administrators, Teachers, Parents, Community Agencies		
Content of the program or services	One-stop website for bully prevention resources www.colegacy.org		

7. Colorado School Safety Resource Center/Department of Public Safety

www.safeschools.state.co.us

Address: 700 Kipling Street, Suite 1000, Denver, CO 80215

Contact person and title: Linda Kanan, Ph.D., Director; Christine Harms, School Outreach Consultant

Email: schoolsafetycenter@cdps.state.co.us

Telephone: 303-239-4435

Programs or services offered to schools or youth:	Consultation to schools Training for school staff Training for parents	Resources both on the web and at trainings
Customized programs for bullying, harassment and cyberbullying prevention and intervention strategies		
Target Audience	School staff, law enforcement, youth serving organizations and parents	
Content of the program or services	Training includes information and strategies about traditional bullying, harassment and cyberbullying, including discussion of the vulnerability of all special populations. Distributes resources and recommendations regarding prevention, education, training and response to all forms of bullying and LGBT and other forms of harassment. Please see website for more comprehensive information and resources on developing positive school climates and bullying prevention and intervention www.safeschools.state.co.us	
Cost	There is no cost for schools.	

8. Conflict Center

www.conflictcenter.org

Address: 4140 Tejon St., Denver, CO 80211

Contact person and title: Ron Ludwig, Executive Director

Email: Ron.ludwig@conflictcenter.org

Telephone: 303-433-4983

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth

Conflict Center School Program	
Description	Consulting and educational services provided to schools
Target Audience	School communities in the Denver metro area
Content of the program or services	Offers schools a curriculum for managing social-emotional learning. Includes staff training, restorative justice programming, playground conflict managers and other auxiliary programs and services customized to each school's needs. Emphasis for this program is at the elementary school level (although they will and do work with middle and high schools as well).
Cost	This is a year-long program supported by grants and contributions. Schools are asked to pay some portion of the cost to insure adequate buy-in and support for the program. Fee is negotiable depending on school size, ability to pay, etc. For the 2010-11 school year, this cost-share from the schools averages $3000 - $3500 per school year.

9. Facing History and Ourselves

www.facinghistory.org

Address: 7150 Montview Blvd, Denver, CO 80220

Contact person and title: Heather Frazier, Program Associate

Email: heather_frazier@facing.org

Telephone: 303-316-4848

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth

Facing History and Ourselves on-going workshops, seminars and community events	
Description	Professional development and classroom resources (History/Literature) that are adaptable and flexible to fit diverse learning environments
Target Audience	Educators (primarily grades 6-12), school staff members, parents and parent groups, youth services organizations
Content of the program or services	Holocaust, American Eugenics Movement, Civil Rights movement, Confronting Homophobia in History and other humanities-related content themes
Cost	No cost for calendared events, fee-based on-site professional development

10.Gay, Lesbian, and Straight Education Network of Colorado (GLSEN – Colorado)

www.glsen.org; www.coloradosafeschools.net
Address: P.O. Box 280346, Lakewood, CO 80226-0346
Contact person and title: Tracy Phariss, co-chairperson
Email: tphariss@comcast.net
Telephone: 303-936-6562

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth

a. Gay/Straight Alliances	
Description	Gay/Straight Alliances are student-run organizations, found primarily in high schools that are intended to provide a safe and supportive environment for lesbian, gay, bisexual, and transgender (LGBT) youth and their straight allies (LGBTA).
Target Audience	High School Students – some Middle School Students
Content of the program or services	There are three basic types of GSA: support group, education of themselves and the larger community, activism. Most GSAs are a combination of these three types. All three types provide a social outlet. • Provide resources to local student clubs (e.g. copies of Jump-Starts, Days of Action materials, etc.).Coordinate communication between local student clubs. • Share No Name-Calling Week information and resources with schools covering grades 5-8, in coordination with local education and social justice groups
b. Safe Space Project	
Description	Designed to help educators create a safe space for LGBT youth in schools. This program provides concrete strategies for supporting LGBT students, educating about anti-LGBT bias and advocating for changes in your school. Shows how to asse the school's climate, policies and practices and outlines ways to advocate for change inside the school.
Target Audience	Educational Staff
Content of the program or services	GLSEN Colorado will continue to expand their "Safe Person-Safe Place" program throughout Colorado. To help students find someone to talk to about sexual orientation or gender identity issues, we are compiling a list of 'safe persons' in each school in the state. GLSEN provides these resources to the GLB Community Service Center of Colorado and the Anti-Violence Project of Colorado.
c. Anti-harassment and Privilege trainings	
Description	GLSEN distributes education material and holds anti-harassment and privilege workshops at conferences, school district trainings, and for pre-service school personal.
Target Audience	Staff member in schools and parents of students
Content of the program or services	GLSEN Colorado has ensured that all staff developments are inclusive of sexual orientation and/or gender identity/expression issues. A new interactive workshop about privilege is being conducted and supports participants to discover how their own privileges influences their students. Train pre-service teachers (i.e. students in teacher prep. programs) on LGBT safe school issues.
Cost of all programs	Variable

11. National Center for School Engagement (at the) Partnership for Families and Children

www.schoolengagement.org www.pffac.org
Address: 450 Lincoln Street #100, Denver, CO 80203
Contact person and title: Finessa Ferrell, Director
Email: fferrell@schoolengagement.org
Telephone: 303-837-8466 x 107

Programs or services offered to schools or youth:	Consultation to schools Training for parents Training for staff in youth serving organizations	Assessment & Evaluation Training & coaching for school leaders Training for all school staff
Bullying Prevention, Student Attachment & Improving School Climate		
Description	NCSE provides on-site training and professional development in the areas of improving school climate and student attendance, attachment and achievement. The relationship between climate, attachment and bullying is particularly important. Services include: – Professional Development & Training (short sessions, half-day workshops, strategic planning) – Leadership Coaching – Aligning Policy & Best Practice (including best practice policy development) – Student Engagement data collection & analysis (student survey, parent & teacher focus groups, leadership interviews, Climate Improvement Plan) – Evaluation of school based prevention efforts/programs/initiatives	
Target Audience	Schools, school staff, parents and parent groups, youth services organizations	
Content of the program or services	Informed by current research, best practices nationwide, and our theory of change focused on creating ideal conditions for learning through improving student attendance, attachment and achievement.	
Cost	Hourly rate; $100 per hour	

12. One Colorado

www.one-colorado.org
Address: 1245 E. Colfax Ave. Suite 204 Denver, CO 80206
Contact person and title: Daniel Ramos, Program Manager, Colorado GSA Network
Email: danielr@one-colorado.org
Telephone: 303-396-6443

Programs or services offered to schools or youth:	School Safety Advocacy
Safe Schools Initiative	
Description	Following the passage of a 2011 statewide anti-bullying law, One Colorado will advocate for the passage of comprehensive, inclusive anti-bullying policies at the district-level; partner with statewide organizations to train teachers, administrators, and other school staff on how to address bullying against LGBT students; and empower and equip youth to start GSA clubs and build a statewide network of LGBT

	young people. One Colorado is a statewide advocacy organization dedicated to securing and protecting equality and opportunity for lesbian, gay, bisexual, and transgender (LGBT) Coloradans and their families. In partnership with school associations, we are leading a safe schools initiative that will assess Colorado's school anti-bullying policy and make recommendations to reducing bullying and harassment in schools. Building a coalition of stakeholders to addressing bullying in schools, conducting research on best practices regarding bullying prevention.
Target Audience	School staff and administration, students, parents, community members and elected officials
Content of the program or services	The program will offer recommendations for how to reducing bullying and harassment in schools, i.e. how schools and districts can develop and implement model anti-bullying programs based on best-practices. These recommendations will include how to address anti-LGBT bullying. The Program also includes materials and resources to support the activities and programming of Gay-Straight Alliances. That's So Gay Guide: Ending Bullying and Harassment Against LGBT Students in Colorado Schools http://www.one-colorado.org/safe-schools-resource-guide/
Cost	TBA

13. Parents, Families and Friends of Lesbians and Gays

www.pflagdenver.org
Address: PO Box 18901 Denver, CO 80218
Contact person and title: Shari Wilkins, Chair, Board of Directors
Email: sharipflag@comcast.net
Telephone: 303-807-4604

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Support and Education for parents
Safe School		
Description	Programs designed to work with the adult population groups in school settings: counselors, library personnel, administrators, mutual support groups for parents.	
Target Audience	Adults responsible and/or involved in the education of youth. Parents of LGBTQQ youth.	
Content of the program or services	Sensitivity and information related to specific needs of LGBTQQ youth in school environments, and in their families. The program is primarily aimed at GLBT youth, but can be broadened to include bullying of any group.	
Cost	No cost	

14. Project PAVE

www.projectpave.org

Address: 2051 York St Denver, CO 80205

Contact person and title: Mike Johnson Executive Director

Email: mjohnson@projectpave.org

Telephone: 303 322-2382

Programs or services offered to schools or youth:	Consultation to schools Training for school staff	Training for parents Training for students/youth
Healthy Relationship/Teen Dating Violence Curriculum (Prevention) School Based Counseling (Intervention)		
Description	Our prevention education is an in depth 6 day curriculum exploring what is a healthy relationship and our counseling in the schools provides therapy to those students who have been impacted by relationship violence.	
Target Audience	Middle and high school	
Content of the program or services	The program is LGBT inclusive as well as race, ethnicity inclusive	
Cost	Cost is based on a sliding scale, $400 max for 6 days	

15. Safe2Tell, Prevention Initiative and Anonymous Reporting Tool

www.safe2tell.org

Address: P.O. Box 49296, Colorado Springs, CO 80949

Contact person and title: Susan Payne, Executive Director, Special Agent, Colorado Office of the Attorney General

Email: susan@safe2tell.org

Telephone: 719-520-7435

Anonymous Reporting Tool, Call 1-877-542-SAFE (7233)

Programs or services offered to schools or youth:	Consultation to schools Training for school staff Training to law enforcement	Training for parents Training for students/youth Training of Trainers
Conversation Jump Starts, a Classroom guided discussion tool on Bullying		
Description	Anonymous Reporting Tool, Call 1-877-542-SAFE (7233) Web Tips at www.safe2tell.org with accountability and follow up. Focus is on early intervention and prevention and breaking the Code of Silence. The Safe2Tell Law protecting the anonymity of reporting parties and communication through Safe2Tell. Equipping, empowering, and encouraging young people to be upstanders not bystanders. Professional development and classroom resources that are adaptable and flexible to fit diverse learning environments.	
Target Audience	Youth, all staff, parents, law enforcement, community and business leaders	
Content of the program or services	$500.00	

VI. ON-LINE RESOURCES FOR SCHOOLS – AT-A-GLANCE

The Colorado School Safety Resource Center website has many helpful documents available as resources to schools regarding bullying and harassment prevention amd building positive school climates http://www.safeschools.state.co.us

Please go to the Educator's Tab at the top of the main website home page or go directly to the prevention resources http://www.safeschools.state.co.us/Prevention%20Mitigation%20Resources.htm#r1 to link to the following websites:

American Psychological Association (APA)- http://www.apa.org/helpcenter/bullying.aspx
This website offers some supportive resources to prevent bullying.

Bullying Research Network - http://cehs15.unl.edu/cms/index.php?s=2&p=124
Provided by the University of Nebraska-Lincoln, uniting researchers in bullying prevention and intervention. This site hosts bully prevention dialogues, research methodologies and strategies, grant opportunities, evidence-based models, and is a clearing house for bully prevention research information.

Collaborative for Academic, Social, and Emotional Learning (CASEL) - http://www.casel.org
The mission of CASEL is to establish social and emotional learning (SEL) as an essential part of education. This site offers materials related to creating a positive and safe school environment. CASEL has printed several resources that explain how social and emotional factors influence bullying.

Connect for Respect - http://www.pta.org/bullying.asp
The National Parent Teachers Association (PTA) has supports for Bully Prevention. This website has resources for PTA leaders, Parent Tip Sheets, resolutions and position statements and resources related to bullying prevention.

Cyberbullying Research Center - http://www.cyberbullying.us/resources.php
The **Cyberbullying Research Center** is dedicated to providing up-to-date information about the nature, extent, causes, and consequences of cyberbullying, and the negative use of social networking among adolescents. This site offers helpful hints and tip sheets useful for school strategies and family conversations, sample child internet use and social networking contracts and other useful resources related to cyber bullying and cyber safety.

Gay, Lesbian and Straight Education Network (GLSEN) – http://www.glsen.org/cgi-bin/iowa/all/antibullying/index.html
GLSEN-the Gay, Lesbian and Straight Education Network, is a national education organization focused on ensuring safe schools for all students. This website offers suggested steps to address bullying and harassment, lesson plans, campaign kits and ideas, research and resource support related to bully prevention.

National School Climate Center (NSCC)- http://www.schoolclimate.org/index.php

The goal of the NSCC is to promote positive and sustained school climate: a safe, supportive environment that nurtures social and emotional, ethical, and academic skills. NSCC is an organization that helps schools integrate crucial social and emotional learning with academic instruction. In doing so, NSCC enhances student performance, prevent drop outs, reduce physical violence, bullying, and develop healthy and positively engaged adults.

One Colorado Safe Schools Resource Guide - http://www.one-colorado.org/safe-schools-resource-guide/

This guide is a resource for educators, parents, and community members who are committed to addressing the pervasive problem of bullying and harassment in Colorado schools. This resource guide was created by One Colorado Education Fund with the assistance of the state's leading education organizations, including the Colorado Association of School Executives, the Colorado Education Association, and the American Federation of Teachers—Colorado.

Safe and Supportive Schools Technical Assistance Center (Center), Office of Safe and Drug-Free Schools, U.S. Department of Education- http://safesupportiveschools.ed.gov/index.php?id=01

The Website serves as a central location for the Center. In particular, it includes information about the Center's training and technical assistance, products and tools, and latest research findings.

StopBullying.Gov - U.S. Department of Health and Human Services - StopBullying.Gov

This official government website contains a variety of valuable resources about bullying awareness, prevention and intervention for kids and adults.

U.S. Department of Education's Office for Civil Rights - http://www2.ed.gov/about/offices/list/ocr/prevention.html

The agency has devoted an increasing amount of its resources to assisting parents, students, schools and colleges in preventing civil rights problems and in addressing civil rights concerns at the local level. Site provides guidance and resource information to the public, students, parents, schools and colleges to better understand civil rights requirements and provide tools to address these issues locally.

White House Conference on Bullying Prevention 3.10.11- http://www.whitehouse.gov/photos-and-video/video/2011/03/10/president-obama-first-lady-conference-bullying-prevention

The President and First Lady Michelle Obama discuss how we can all work together to end bullying as an accepted practice and create a safer environment for our kids to grow up in. Resources - http://www.stopbullying.gov/references/white_house_conference/index.html

Internet Safety Resources for Schools

Colorado Attorney General's Safe Surfing Initiative - http://www.coloradoattorneygeneral.gov/initiatives/safe_surfing

The *Attorney General's Safe Surfing Initiative* helps give parents the tools they need to protect their children from predators and inappropriate content online.

Wired with Wisdom Colorado http://wired.webwisekids.org/WWW-CO/

Cyberbullying Research Center - http://www.cyberbullying.us/resources.php

The **Cyberbullying Research Center** is dedicated to providing up-to-date information about the nature, extent, causes, and consequences of cyberbullying, and the negative use of social networking among adolescents. This site contains examples of fact sheets, educator guidance and recommendations, school cyber bullying report card, student quizzes and worksheets. Tips for educators and other resources related to cyber bullying and cyber safety are provided for educators.

Internet Safety 101 - http://www.internetsafety101.org/about.htm

Supported by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) this information is produced by Enough Is Enough (EIE). This site offers video information and supportive materials about this school program to protect children online. This site provides teaching curriculum for internet safety and cyber responsibility.

i-SAFE - http://www.isafe.org

i-SAFE is a non-profit foundation whose mission is to educate and empower youth to make their Internet experiences safe and responsible. This site offers materials to educate students on how to avoid dangerous, inappropriate, or unlawful online behavior.

I-Safe has a program specifically for educators in the form of video modules, curriculum choices about e-safety.

NetSmartz - http://www.netsmartz.org/

The Netsmartz Workshop is an interactive, educational safety resource from the National Center for Missing & Exploited Children (NCMEC) and Boys & Girls Clubs of America (BGCA) for children aged 5 to 17, parents, guardians, educators, and law enforcement that uses age-appropriate, 3-D activities to teach children how to stay safe on the Internet.

VII. EVIDENCE – BASED BULLYING PREVENTION PROGRAMS

There are several widely used program data bases that describe evidence-based programs. Schools are encouraged to assess any need for programs with the different evidence-based endorsement categories, and the costs and benefits of implementing any program in a particular school environment. In addition, schools are reminded that many Universal Prevention programs also contribute to positive school climates, and can positively impact the reduction and response to bullying and harassment. *(see IV. QUESTIONS TO ASK AS YOU EXPLORE THE POSSIBLE USE OF AN INTERVENTION, p. 5)*

Evidence-based programs are listed on the following sites:

1. **Blueprints for Violence Prevention - University of Colorado-** http://www.colorado.edu/cspv/blueprints/index.html
2. **Colorado Best Practices-Office of Interagency Prevention Systems-** http://www.colorado.gov/bestpractices

3. **CSAP's Western CAPT's Best and Promising Practices**- http://www.samhsa.gov/about/csap.aspx
4. **Find Youth Info**-http://www.findyouthinfo.gov/
5. **National Registry of Evidence-based Programs and Practices (NREPP)-** http://www.nrepp.samhsa.gov/
6. **OJJDP Model Programs Guide-**http://www.ojjdp.gov/mpg/
7. **U.S. Department of Education's Safe and Drug-Free Schools' Exemplary and Promising Programs** (Archived Information) http://www2.ed.gov/admins/lead/safety/exemplary01/panel.html

Evidence- Based Bullying Prevention Programs

Olweus Bully Prevention Program (Grades 1-8)
http://www.clemson.edu/olweus/

Listing:	Blue Prints Model Program Evidence Based Program Directory from FindYouthInfo.Gov, Level 2
Description	The Olweus Bullying Prevention Program is a universal intervention developed to promote the reduction and prevention of bullying behavior and victimization problems. The program is based on an ecological model, intervening with a child's environment on many levels: the individual children who are bullying and being bullied, the families, the teachers and students within the classroom, the school as a whole, and the community. The main arena for the program is the school, and school staff have the primary responsibility for introducing and implementing the program. Schools are provided ongoing support by project staff.
Target	Grades 1-8 (Ages 6 – 14)
Cost	Approximate materials costs: School Guide $90 Teacher's guide $55 Classroom Meetings guide $60 Meetings and Intervention video guide $175

Second Step: A Violence Prevention Curriculum (Pre/K; Grades 1-5; Grades 6-8) Committee for Children
www.cfchildren.org
(800)634-4449 ext. 200

Listing:	Evidence Based Program Directory from FindYouthInfo.Gov, Level 2
Description	Second Step®: A Violence Prevention Curriculum is designed to reduce impulsive and aggressive behavior in children by increasing their social competency skills. The program is composed of three grade-specific curricula: preschool/kindergarten (Pre/K), elementary school (grades 1–5), and middle school (grades 6–8). The curricula are designed for teachers and other youth service providers to present in a classroom or other group setting. A parent education component, "A Family Guide to Second Step®" for Pre/K through grade 5, is also available. Students are taught to reduce impulsive, high-risk, and aggressive behaviors and increase their socioemotional competence and other protective factors.
Target	Pre/K; Grades 1-5; Grades 6-8 (Ages 4 – 14)
Cost	Approximate materials costs: Each grade level curricula $300

Steps to Respect: A Bullying Prevention Program (Grades 6-8) Committee for Children www.cfchildren.org (800)634-4449 ext. 200	
Listing:	Evidence Based Program Directory from FindYouthInfo.Gov, Level 2
Description	Steps to Respect®: A Bullying Prevention Program is a research-based, comprehensive bullying prevention program developed for grades 3 through 6 by Committee for Children, a nonprofit organization dedicated to improving children's lives through effective social and emotional learning programs. The program is designed to decrease school bullying problems by 1) increasing staff awareness and responsiveness, 2) fostering socially responsible beliefs, and 3) teaching social–emotional skills to counter bullying and promote healthy relationships. Thus the program also aims to promote skills (e.g., group joining, conflict resolution) associated with general social competence.
Target	Grades 6-8 (Ages 8 – 12)
Cost	Approximate materials costs: Each Grade level curricula $350, subject to change

VIII. INITIATIVES/CAMPAIGNS

A Thin Line- MTV - http://www.athinline.org/

The campaign was developed to empower you to identify, respond to, and stop the spread of digital abuse in your life and amongst your peers. The campaign is built on the understanding that there's a "thin line" between what may begin as a harmless joke and something that could end up having a serious impact on you or someone else.

Bully Free: It Starts With Me, National Education Association
http://www.nea.org/home/BullyFreeSchools.html

The Bully Free: It Starts with Me Campaign aims to identify caring adults in our schools and communities who are willing to stand out as someone pledged to help bullied students. These caring adults will agree to listen carefully to the bullied student who comes to them. They will also agree to take action to stop the bullying. NEA, in turn, promises to provide those caring adults with the resources they need to provide solace and support for the bullied student, ask the right questions, and take the appropriate actions needed to stop the bullying.

Connect for Respect, National PTA - http://www.pta.org/bullying.asp

The National Parent Teachers Association (PTA) has supports for Bully Prevention. This website has resources for PTA leaders, Parent Tip Sheets, resolutions and position statements and resources related to bully prevention.

It Gets Better Project - ItGetsBetterProject.com

President Obama's video is just one of thousands of videos submitted by people across the country to inspire and encourage LGBT youth who are struggling. You can watch more videos at http://www.itgetsbetter.org/video/

"See a Bully, Stop a Bully: Make a Difference", American Federation of Teachers
http://www.aft.org/yourwork/tools4teachers/bullying/index.cfm

A multifaceted campaign aimed at raising awareness and providing resources and training to educators, students, parents and others.

Stop Bullying- Speak Up, Cartoon Network -
http://www.cartoonnetwork.com/tv_shows/promotion_landing_page/stopbullying/index.html

DRAFTCampaign serves to educate and empower young bystanders to take action to reduce/prevent bullying.

IX. SELECTED SUPPORT DOCUMENTS

The following documents are available on the Colorado School Safety Resource Center's Website in the resources section under Bullying and Harassment Prevention
http://safeschools.state.co.us/Resources2.html#r1

Resources for Schools:

1. **Best Practices in Bully Prevention and Intervention** – Stop Bullying Now
2. **Steps To Address Bullying At Your School: Tips For School Administrators** – Stop Bullying Now
3. **Providing Support To Children Who Are Bullied: Tips For School Personnel And Other Adults** – Stop Bullying Now
4. **How To Intervene To Stop Bullying: Tips For On-The-Spot Intervention At School** – Stop Bullying Now
5. **Misdirections in Bully Prevention and Intervention** – Stop Bullying Now
6. **Documenting Bullying for School Administrators** – Stop Bullying Now
7. **Bullying Among Children and Youth On Perceptions and Differences In Sexual Orientation** – Stop Bullying Now
8. **Bullying Among Children and Youth with Disabilities and Special Needs** – Stop Bullying Now
9. **Dear Colleague Letter** for schools regarding bullying and harassment (Oct. 2010) – U.S. Department of Education
10. **Walk a Miles in Their Shoes: Bullying and the Child With Special Needs –** AbilityPath.org
11. **That's So Gay Guide: Ending Bullying and Harassment Against LGBT Students in Colorado Schools –** One Colorado

Resources for Parents:

1. **Bullying At School and Online: Quick Facts For Parents** (2009) - Produced by the American Association of School Administrators

2. **Bullying Fact Sheet** (2008) - Created by the Center for the Study and Prevention of Violence (CSPV) and Safe Communities - Safe Schools and addresses bullying facts.
3. **Bullying Prevention: Recommendations For Parents** (2008) - Created by the Center for the Study and Prevention of Violence (CSPV) and Safe Communities - Safe Schools and addresses recommendations for parents
4. **Bullying: What Parents Can Do About It** (2002) - Created by Penn State University's Daniel F. Perkins, Ph.D. and Elaine Berrena, M.Ed.
5. **Tips for Parents: What To Do If Your Child Is Being Bullied** (2007) - Created by Hazelden and the Olweus Bullying Prevention Program this document provides some useful suggestions for parents and care providers
6. **What To Do If Your Child Is Being Bullied** - Stop Bullying Now
7. **How To Talk With Educators At Your Child's School About Bullying: Tips for Parents of Bullied Children –** Stop Bullying Now
8. **Walk a Miles in Their Shoes: Bullying and the Child With Special Needs –** AbilityPath.org

X. POLICY AND ADVOCACY RESOURCES

1. **Anti-Bullying Law Toolkit** (2009) - Produced by the Anti-Defamation League and provides good resources to make legal and policy changes to prevent bullying
http://safeschools.state.co.us/Resources2.html#r1

2. **Social and Emotional Learning and Bullying Prevention** (2009) - Published as a joint document with the Education Development Center, the American Institute for Research, and CASEL, this booklet outlines strategies, research and suggestions to prevent bullying and promote better learning
http://safeschools.state.co.us/Resources2.html#r1

3. **Anti-Bullying State Policy Examples** from the Office of Safe and Drug-Free Schools (Dec. 2010)
http://safeschools.state.co.us/Resources2.html#r1

4. **Confronting Bullying and Cyberbullying: ADL Policy and Program Recommendations**, ADL-
http://www.adl.org/combatbullying/bullying-recommendations.asp

5. **Dear Colleague Letter**, U.S. Department of Education, U.S. Office For Civil Rights (Oct. 2010) -
http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf
   - The agency has devoted an increasing amount of its resources to assisting parents, students, schools and colleges in preventing civil rights problems and in addressing civil rights concerns at the local level. By providing guidance and resource information to the public, we believe that students, parents, schools and colleges will better understand civil rights requirements and will have the tools to address these issues locally in many instances.