

# HATE SPEECH

## AND HIB WITH LGBTQIA+ YOUTH

When this happens students need to know WHO they can contact that is a trusted adult.

WHO?  
YOU!

As the adults in educational spaces, students look to you for guidance and safety. Seek additional support from the student's guidance counselor, grade-level coordinator/dean, or administration.

NJ Students identifying as LGBTQIA+ continue to face bullying, harassment, discrimination, and even physical violence. In a recent national survey, these statistics from NJ teens were identified\*:

- 79% Regularly heard homophobic remarks\*
- 32% Heard staff make negative remarks\* about someone's gender expression
- 23% Faced physical harassment\*\*
- 49% experienced bullying in the past year\*\*

Surveyed students reported feeling repeatedly unsafe, leading to moving school districts\*\*\*

WHAT?



### Hate Speech

*"abusive or threatening speech or writing that expresses prejudice based on ethnicity, religion, sexual orientation, or similar grounds."*

### Harassment, Intimidation, & Bullying (HIB)

*"Any intentional act, including verbal, written, or physical, that is motivated by an actual or perceived characteristic (like race, religion, gender) and can have a negative impact on a student's education or well-being. HIB can occur on school property, at school-sponsored events, or even off school grounds if it significantly disrupts the school environment."*



Want to learn more?

gardenstateequality.org

# HOW to show students you are available to help

Encourage students and their work, regardless of identity



Foster a more inclusive classroom & school environment with general language to address students (class, scholars, pupils)



Celebrate student achievements!

## Action Items when you witness Hate Speech or HIB incidents:

You have the power to affect positive change. Immediately address the issue, do not ignore

Validate the feelings of those who are targeted & provide students with support from a counselor or other trusted adult while you document the incident

Speak out against hateful language or actions by clearly stating what is unacceptable and hurtful:

- “What you're saying is disrespectful and not allowed here”
- “Your words are harmful and are creating an unsafe environment”

References:

\*Nj Spotlight News

\*GLSEN National School Climate Survey

\*\*Trevor Project Mental Health Survey Results

\*\*\*Teenage student responses/feedback to GSE anonymous Youth Survey, 2024