

HOW TO DEAL WITH QUEERPHOBIA AT SCHOOL

FHS Safe Space 2024

Created by Sydney Penney

AGENDA

Topic one: Micro-Aggressions

Topic two: Macro-Aggressions

Topic three: Physical Attacks

Topic four: When/How to Report

MICRO-AGGRESSIONS

This is a very small attack often used to make you feel unwelcome without being outwardly queerphobic and/or stem from misinformation and ignorance. Examples include but are not limited to:

- Referring to being 2SLGBTQIA+ as a "choice," "lifestyle" or "ideology"
- Asking invasive questions about someone's body like, "what parts do you have down there?"
- "But you don't look gay/trans/non-binary/etc."
- Expecting a gay person to have a certain personality or interests based on stereotypes.
- Asking a trans person when they're having "the surgery."

WHAT IS A MICRO-AGGRESSION



WHAT CAN YOU DO ABOUT MICRO-AGGRESSIONS

Nothing... sort of

- Most microaggressions are difficult to prove.
- They may not be seen as discriminatory depending on who you speak about them.

Depends

- Comments about your body are inappropriate and should be taken seriously.
- People don't always know what they're saying is wrong. If you feel safe doing so, talk to the person about how their comments make you feel.

Personal changes

- Tell a teacher or trusted adult what is happening so they can speak up for you.
- See if changes can be made to a seating plan or project to help you avoid confrontation.

KEEP IN MIND

- Different adults will offer various levels of support. The best course of action is to start by speaking to someone you trust, regardless of whether they work within your school.
- Sometimes it takes time to find someone who is going to help you. This process may feel discouraging and that is okay. You also may need to explain *why* certain comments are hurtful and/or discriminatory, as well as how they make you feel unsafe and/or unwelcome.
- Just because micro-aggressions are not physically threatening does not mean they are not harmful. It is not overreacting to feel hurt and/or unsafe because of micro-aggressions.

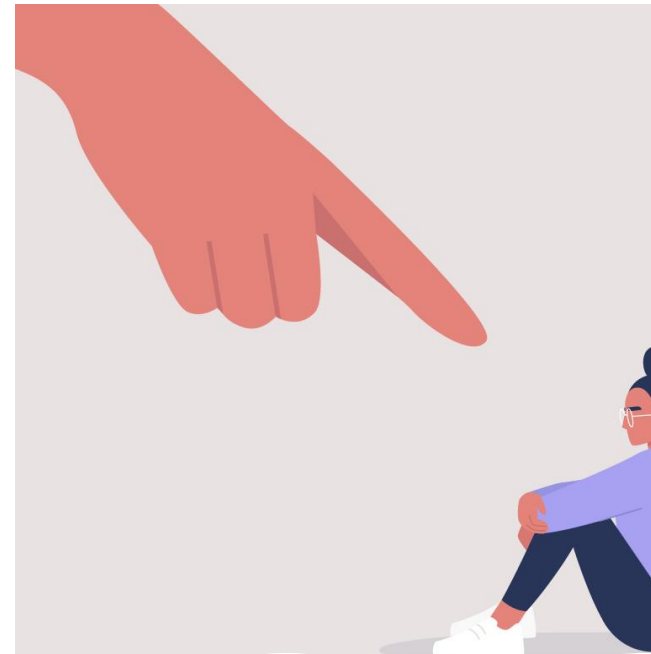
MACRO-AGGRESSIONS

Verbal

Macro-aggressions are a clear and *obvious* form of attack. Verbal macro-aggressions are unmistakably intentional and offensive. Examples include but are not limited to:

- Name calling
- Slurs
- Explicit use of homophobic and/or transphobic language
- Barking or meowing
- Sexual comments, remarks and innuendo
- Threats

WHAT IS A MACRO-AGGRESSION? (VERBAL)





WHAT CAN YOU DO

- If you trust your teacher, notify them of what is happening.
- Ask to change seats.
- If verbal macro-aggressions are repeated, speak to an adult about reporting it.

MACRO-AGGRESSIONS

Physical

WHAT IS A PHYSICAL ATTACK

Solid contact

- Shoving
- Hitting
- Punching
- Kicking

Mild contact

- Throwing items at you
- Spitting at you
- Pulling chairs out from under you
- Tripping you

Never retaliate

WHEN AND HOW TO GET HELP

WHEN TO REPORT

Is it repeated?

- Physical attacks should be reported immediately after they take place.
- Verbal attacks are easier to report after numerous instances.

Is it consistent?

- Verbal threats are easier to report when they are coming from the same person or group.
- Physical attacks should be reported regardless of who they are coming from.

Is it on school property?

- Attacks off school property are unfortunately difficult to report.
- Staying with a large group and/or avoiding certain locations whenever possible is the easiest way to resolve out of school harassment.

HOW TO BE HEARD

Record

- Videos are not allowed but photos are.
- Write down time, location and the exact words spoken or actions done.
- Record macro-aggressions every time they happen.

Cameras

- School cameras do not have sound, but they can still be helpful.
- Cameras that are active have large labels with numbers.

Pictured below:



Teacher & Friends

- Find people who witnessed the attack to back you up.
- Find a teacher or trusted adult that will advocate for you and vouch for your character.

FIND A VP

Your VP

- Jenna Esligar & Amy Thompson (Grade 9)
- Peter Batt + Mark Garnett (Grade 10)
- Fred Conners (Grade 11)
- Laurie Pearson (Grade 12)

School Councillors

- Erin Bray (Erin.Bray@nbed.nb.ca)
- Alex Brown (Alexander.Brown@nbed.nb.ca)
- Both have specialized in supporting 2SLGBTQIA+ students and are happy to be contacted directly.

DO NOT RESPOND

Retaliation Makes Reporting Harder

- Physical and/or verbal harassment can easily be mistaken for a fight if someone responds.
- Without retaliation, macro-aggressions tend to have a very clear victim and perpetrator(s). Retaliating blurs those lines. You may face consequences regardless of what they have said or done.

You Could Get Hurt

- If attack is verbal, retaliating risks escalating it to a physical attack.
- If attack is physical, retaliating risks increasing violence.
- Retaliating may provoke more harassment and aggression long-term.

WHEN REPORTING ISN'T AN OPTION

OPTIONS FOR HANDLING IT ON YOUR OWN

Ignore them

- If you're with your friend, you can say, "I feel like someone is being bigoted, but I can't hear anything."
- Say nothing continue talking to your friend, writing on your paper or looking at your phone, etc. Act like you don't hear them

Shut them down

- If they approach you, try to talk or engage with you in any way, shut them down. Examples: "Go away!" "Shoo homophobe!" "Sorry, I don't talk to homophobes."
- If you continue shutting them down, they may grow bored and give up.

REMEMBER

- Bullies are looking for a reaction. They want to get under your skin. If possible, do not give them the satisfaction of knowing their comments/actions are hurtful.
- There are people out there who will celebrate your identity and self-expression. It may take time for you to find those people, but they do exist.
- Bullying and harassment does not last forever. One way or another, the perpetrator(s) get caught or get bored and move on.

IF YOU NEED SOMEONE TO HELP YOU



Sydney Penney



Sydpen56368@nbss.nbed.nb.ca



You can find me in either C109 or C110 at lunch

QUESTIONS?
