

# CIVIL RIGHTS

2013 Resolutions

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## **RESOLUTION IN SUPPORT OF NON-DISCRIMINATORY EMPLOYMENT PRACTICES**

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3  
4 WHEREAS the American Federation of Teachers is a union of professionals that  
5 promotes democracy, human rights and freedom in our union, in our nation and  
6 throughout the world, and

7  
8 WHEREAS the Ohio Revised Code Section 4112.02 already provides employees  
9 freedom from discrimination based on race, color, religion, sex, military status, national  
10 origin, disability, age or ancestry from discharge without just cause, refusal to hire, or  
11 discrimination with respect to hire, tenure, terms, conditions, or privileges of  
12 employment, or any matter directly or indirectly related to employment, and

13  
14 WHEREAS 21 states and the District of Columbia have passed laws prohibiting  
15 discrimination based on sexual orientation, and

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17 WHEREAS 16 states and the District of Columbia have passed laws prohibiting  
18 discrimination based on gender identity, and

19  
20 WHEREAS the House of Representatives of the 128th Ohio General Assembly passed  
21 House Bill 176 (2009-2010) prohibiting discrimination based on sexual orientation and  
22 gender identity in revisions of ORC 4112.02, and

23  
24 WHEREAS 87 percent of Fortune 500 companies have implemented non-discrimination  
25 policies that include sexual orientation, and 46 percent of Fortune 500 companies have  
26 implemented non-discrimination policies that include gender identity, and

27  
28 WHEREAS Governor Kasich has signed an executive order prohibiting discrimination  
29 for state employees based on sexual orientation but not gender identity, and

30  
31 WHEREAS 17 Ohio cities (including Columbus, Cincinnati, Athens, and Yellow Springs)

32 have non-discrimination laws, and 12 of Ohio's public four-year universities have  
33 included non-discrimination policies, and  
34

35 WHEREAS the American Federation of Teachers resolved to support the Employment  
36 Non-Discrimination Act (ENDA) at the 2010 AFT National Convention, therefore  
37

38 BE IT RESOLVED the Ohio Federation of Teachers supports the efforts to pass the  
39 Equal Housing and Employment Act (EHEA) in the state of Ohio.  
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43 **RESOLUTION IN SUPPORT OF NON-UNION EMPLOYEES TO**  
44 **ORGANIZE AND ADVOCATE FOR THEMSELVES**

45 WHEREAS the non-partisan public policy center, Dēmos has concluded that 63% of  
46 female retail workers qualify as low-wage, and 26% of low-wage retail workers are in  
47 total or near poverty, and 89% of people in poverty with low-wage retail jobs contribute  
48 at least 50% of their family's income, and the average full-time retail worker makes  
49 \$14.42 an hour while the average full-time low-wage retail worker makes \$9.61 an hour,  
50 and

51 WHEREAS Wal-Mart made a profit of \$3.63 billion in the third quarter of 2012 while  
52 taxpayers pay more than \$1.5 billion to support Wal-Mart's profits through supporting  
53 employees with entitlement programs, such as Medicaid, and

54 WHEREAS fast food workers in New York City demonstrated on November 29, 2012,  
55 advocating for wages above the federal and New York State minimum wage of \$7.25,  
56 and  
57

58 WHEREAS the American Federation of Teachers support employees of Palermo's  
59 Pizza in Milwaukee, Wisconsin in their struggle for safe working conditions and  
60 recognition of their union, therefore  
61

62 BE IT RESOLVED the Ohio Federation of Teachers reaffirms its support for employees  
63 of all industries and professions to organize and advocate for fair wages and working  
64 conditions.  
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68 **RESOLUTION PROMOTING THE RESPONSIBLE**  
69 **USE OF SOCIAL MEDIA IN THE CLASSROOM**  
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71 WHEREAS using social media Web sites (i.e., Facebook, Twitter, YouTube, blogs,  
72 MySpace) is one of the most common activities of today's children and adolescents,  
73 and  
74

75 WHEREAS social media allows children and adolescents to engage in positive

76 interactions such as community involvement, sharing of creativity and ideas, as well as  
77 communicating basic human ideals (i.e., respect, mutual ethnic awareness, and  
78 understanding), and

79  
80 WHEREAS social media can be used to negatively impact children and adolescents  
81 through the use of cyber bullying, online harassment, and sexting, and

82  
83 WHEREAS part of the Ohio Federation of Teachers' (OFT) mission is to champion the  
84 social and economic well-being of Ohio's children and families, therefore

85  
86 BE IT RESOLVED OFT supports responsible use and teaching of social media's role in  
87 educating Ohio's students.

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91 **RESOLUTION ON THE PREVENTION OF TEEN DATING VIOLENCE (HB 19)**

92  
93 WHEREAS HB 19 was made effective because of ongoing occurrences of tragedies  
94 relating to dating violence, and

95  
96 WHEREAS all stakeholders must continue to recognize and strengthen efforts to fight  
97 against teen dating violence, and

98  
99 WHEREAS we all have the obligation to educate and protect all children, and

100  
101 WHEREAS HB 19 mandates each school district, community school, and STEM school  
102 to incorporate dating violence into their already existing policies prohibiting harassment,  
103 intimidation, bullying, and teen dating violence, and

104  
105 WHEREAS HB 19 mandates schools to provide instruction which shall include  
106 recognizing dating violence prevention education for grades 7 through 12 within the  
107 district's health curriculum, and

108  
109 WHEREAS HB 19 mandates specified staff members to be trained about violence in  
110 dating relationships by October 2011 and every 5 years after the initial in-service  
111 training takes place, and

112  
113 WHEREAS HB 19 is required in all Ohio schools since the 2010-2011 school year,  
114 therefore

115  
116 BE IT RESOLVED, that all districts and schools enforce HB 19 which fosters safe and  
117 free environments, and

118  
119 BE IT FURTHER RESOLVED that HB 19 be backed with on-going, active, and open  
120 discussions with all stakeholders to continue to achieve the goals of this mandate, and

121  
122 BE IT FURTHER RESOLVED that all Ohio schools have a safe and confidential place

123 and/or person that has been trained to deal with issues involving HB 19, and

124  
125 BE IT FURTHER RESOLVED that in-services are held in districts and schools  
126 throughout each school year to keep stakeholders abreast of statistics and trends  
127 involving the teen dating violence and sharing the information with staff and students,  
128 and

129  
130 BE IT FURTHER RESOLVED that every school district have The Tina Project present  
131 information on HB 19 and the project to all stakeholders, and

132  
133 BE IT FURTHER RESOLVED that information and materials on preventing teen dating  
134 violence and maintaining a safe environment are available from a variety of sources that  
135 should be highly publicized and made available to all school personnel, students, and  
136 families using the recommended sources that are available on the following websites:  
137 Ohio Department of Education (learning supports), The Tina Project, Ohio Federation of  
138 Teachers, American Federation of Teachers, American Association of School  
139 Administrators, parent organizations, Teaching Tolerance, Facing History and Facing  
140 Ourselves.

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144 **RESOLUTION IN SUPPORT FOR QUALITY DIVERSITY**  
145 **TRAINING FOR TEACHERS AND ADMINISTRATORS**

146  
147 WHEREAS the Civil Rights Project and the Southern Poverty Law Center have called  
148 for comprehensive training in multicultural education and in race relations techniques for  
149 all educators in order to prepare them to teach these issues in all schools, and

150  
151 WHEREAS the Civil Rights Project and the Southern Poverty Law Center have called  
152 for the serious effort to raise the priority of these issues in suburbia where the most  
153 rapid racial change is occurring since this data demonstrate that teachers in schools  
154 with few students of color or from low-income backgrounds feel least prepared to deal  
155 with this diversity, and

156  
157 WHEREAS the Ohio State Board of Education and the Kirwan Institute for the Study of  
158 Race and Ethnicity at Ohio State University recommended the support for and the  
159 expansion of diversity training for all educators, the encouragement of community  
160 involvement/relations, and the promotion of model curriculum that supports diversity,  
161 therefore

162  
163 BE IT RESOLVED the Ohio Federation of Teachers (OFT) supports quality diversity  
164 training for all educators, and

165  
166 BE IT RESOLVED OFT believes that celebrating and embracing diversity will be an  
167 outcome of increased quality diversity training and awareness of other cultures, and

168  
169 BE IT RESOLVED the training should come from qualified experts with diverse

170 backgrounds and should attempt to dispel myths and remove barriers between and  
171 among various cultural groups and include a forum to discuss/create model curriculum  
172 that supports diversity and sharing within the district, and  
173

174 BE IT FINALLY RESOLVED the OFT supports quality diversity training for all educators  
175 and supports the development of model curriculum that supports diversity.  
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179 **RESOLUTION RECOMMENDING THE INCLUSION OF**  
180 **ENUMERATION IN SCHOOL ANTI-BULLYING POLICIES**  
181

182 WHEREAS part of the Ohio Federation of Teachers' (OFT) mission is to protect all  
183 students and teachers, and  
184

185 WHEREAS the Gay, Lesbian, & Straight Education Network (GLSEN) states that when  
186 a law enumerates categories it usually identifies types of individuals that need to be  
187 protected, and  
188

189 WHEREAS the language in the proposed enumeration bill is based on research and  
190 anti-bullying methods which have been proven successful and enumeration affects only  
191 district policies and has no impact on curriculum and does not create an unfunded  
192 mandate, and  
193

194 WHEREAS GLSEN states that the strength of an enumerated law or policy is that it  
195 underscores not only that all students are protected; but also those students that  
196 research shows are most likely to be bullied and harassed and least likely to be  
197 protected by generic safe schools laws and policies, and research shows that states  
198 with enumerated policies have less bullying and harassment across all categories than  
199 states with generic policies (18% of Ohio students at schools with generic policies felt  
200 unsafe, while only 2% of students at schools with enumerated policies felt unsafe), and  
201

202 WHEREAS GLSEN states that research has shown that students in states with generic  
203 laws are no more protected from bullying than students who live in states without any  
204 anti-bullying and harassment laws (40.8% w/ generic policies vs. 39.8% w/ no policies  
205 report 'often or frequently' hearing verbal harassment based on sexual orientation), and  
206

207 WHEREAS GLSEN states that students report less overall harassment when they know  
208 their school has a comprehensive policy that includes their physical appearance (36%  
209 vs. 52%), their sexual orientation (32% vs. 43%), or their gender expression (26% vs.  
210 37%) in enumeration, and  
211

212 WHEREAS GLSEN states that students whose schools have a policy that specifically  
213 includes sexual orientation or gender identity/expression are less likely than other  
214 students to report a serious harassment problem at their school (33% vs. 44%), and  
215

16 WHEREAS GLSEN states that history and the Supreme Court tell us that enumerating

217 policies is necessary as noted in Romer v. Evans, "Enumeration is the essential device  
218 used to make the duty not to discriminate concrete and to provide guidance for those  
219 who must comply" while girls would not have sports and our schools would not be  
220 integrated if policymakers had not specifically addressed these inequities by  
221 enumerating categories like sex and race in our laws, and  
222

223 WHEREAS GLSEN states that enumeration gives teachers and other educators the  
224 tools they need to implement safe schools policies that protect each and every student  
225 as students reported that teachers were significantly more likely to intervene always or  
226 most of the time in states with enumerated policies, as compared to states with either  
227 generic policies or no policies at all (25.3% vs. 15.9% and 12.3%), and  
228

229 WHEREAS GLSEN states that enumeration makes it easier for teachers and other  
230 school staff to intervene as school personnel often fear that they will themselves be  
231 targeted for intervening on behalf of LGBT students; when they can point to language  
232 that provides clear protection for students, they feel more comfortable enforcing the  
233 policy, and  
234

235 WHEREAS GLSEN states that evidence shows that school officials often do not  
236 recognize that anti-LGBT harassment and discrimination are unacceptable behaviors, or  
237 do not respond to the problem due to prejudice or community pressure without the  
238 cover of a specific law or policy, and  
239

240 WHEREAS statewide anti-bullying laws and/or school regulation or ethical code for  
241 teachers that include language similar to that recommended in Ohio exist in 22 states  
242 and the District of Columbia, therefore  
243

244 BE IT RESOLVED every Ohio school will have an enumerated anti-bullying policy that  
245 creates uniformity in training and implementation while creating an environment likely to  
246 free students from the distraction of repeated and persistent harassment and bullying  
247 while simultaneously shielding schools from potentially expensive lawsuits, and  
248

249 BE IT FURTHER RESOLVED that OFT recommends that all districts and schools use  
250 GLSEN's suggested language for an enumerated clause: "Bullying means any gesture  
251 or written, verbal or physical act that takes place on school property, bus or off-site  
252 location where school activities are taking place, that is reasonably perceived as being  
253 motivated either by any actual or perceived characteristic, such as race, color, religion,  
254 ancestry, national origin, sex, sexual orientation, gender identity and expression, or a  
255 mental, physical or sensory handicap, or by any other distinguishing characteristic," and  
256

257 BE IT FINALLY RESOLVED OFT supports legislation to require the enumeration of  
258 those characteristics and traits disproportionately affected by bullying and harassment  
259 in any new or existing school anti-bullying policies.