

CIVIL RIGHTS

2013 Resolutions

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RESOLUTION IN SUPPORT OF NON-DISCRIMINATORY EMPLOYMENT PRACTICES

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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

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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
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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
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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
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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

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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

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

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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

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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.