

RESOURCE GUIDE

Imagine a World Without Hate™



COMMUNITY OF RESPECT™
A NO PLACE FOR HATE® PROGRAM OF THE ADL

The Anti-Defamation League (ADL) is a non-profit organization dedicated to defending democratic ideals, safeguarding civil rights and combating prejudice, discrimination and bigotry of all kinds. Founded in 1913, "to stop the defamation of the Jewish people and secure justice and fair treatment to all," ADL has evolved as a leader in the development of materials, programs and services that build bridges of communication, understanding and respect among diverse racial, religious and ethnic groups worldwide.

A RESOURCE GUIDE FROM THE SOUTHWEST REGION OF THE ANTI-DEFAMATION LEAGUE

Unfortunately, our world is still not free from bigotry and discrimination that can result from fear or ignorance. Yet, each of us has the ability to make a difference. Right now we need more voices rejecting bigotry and hatred and promoting respectful communities. This resource guide can help, and so can ADL's No Place for Hate® and Community of Respect® Initiatives. The No Place for Hate® initiative supports our schools' commitment to combating hate and building respect for all its members. This year, No Place for Hate® will celebrate its 12th anniversary in Texas schools. To date, over 800 schools have earned the No Place for Hate® designation.



Imagine a World Without Hate™

The Community of Respect® Initiative supports the efforts of businesses, houses of worship and organizations to promote respect and challenge prejudice and bigotry. Celebrating seven years as a key program in the Southwest Region, over 150 businesses and organizations have participated in the Initiative. New community partnerships and collaborative efforts have developed because of the Community of Respect® Initiative. Most recently, there has been an increase in the work done between No Place for Hate® schools and Community of Respect® partners which helps to increase awareness of the importance of diversity, mutual understanding and respect by providing resources and tools to the community at large.

This No Place for Hate® and Community of Respect® Initiative Resource Guide provides practical suggestions for combating prejudice in our homes, schools, workplaces and communities in which we live. It also includes a Calendar of Observances as a tool to increase awareness and sensitivity about religious, ethnic and cultural observances.

Our goal is to create more harmonious communities, classrooms and workplaces by combating bias and increasing an appreciation for the richness that diversity brings. As ADL celebrates its Centennial year in 2013, we hope you will join us in this endeavor.

Sincerely,

ADL Southwest Regional Leadership

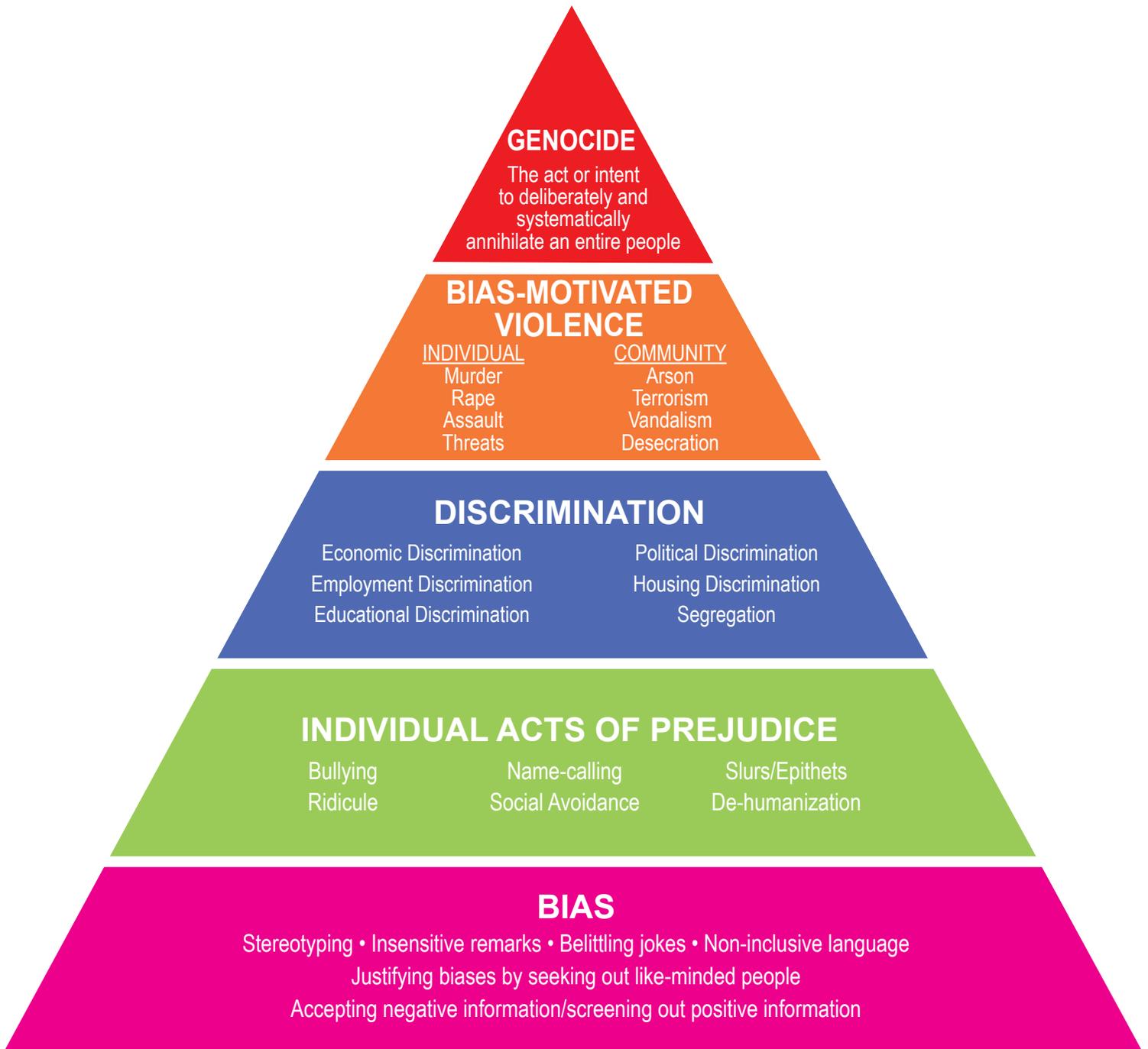
Jerry Axelrod
Chair

Judith Finkel
Chair-Elect

Martin B. Cominsky
Regional Director

Austin Community Leadership

Iser Cukierman
Sherrie Frachtman
Austin Executive Committee Co-Chairs



The Pyramid of Hate demonstrates that when people accept one level of behavior, it becomes easier to accept behaviors on the next level as being “normal.” This normalization process has the potential to continue up the Pyramid, and, in fact, the most violent and horrific manifestations of prejudice at the top of the Pyramid had their beginnings in the thinking described at the lower levels. We hope the Pyramid of Hate demonstrates the importance of challenging all manifestations of prejudice and discrimination by motivating action in response to behaviors many see as subtle or insignificant.

DEVELOPING A COMMON LANGUAGE

Part I. General Terms

The following are general terms often used in programs and resources that explore differences. Specific ways that some of these concepts manifest in society are defined in Part II of this glossary.

Anti-Bias

An active commitment to challenging prejudice, stereotyping and all forms of discrimination.

Bias

An inclination or preference either for or against an individual or group that interferes with impartial judgement.

Bigotry

An unreasonable or irrational attachment to negative stereotypes and prejudices.

Culture

The patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals and clothing, to name a few.

Discrimination

The denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking and political rights. An action that can follow prejudicial thinking.

Diversity

A word that means different or varied. The population of the United States is made up of people from different places and from diverse racial and cultural groups.

Multicultural

Many or multiple cultures. The United States is this because its population consists of people from many different cultures.

Prejudice

Making a decision about a person or group of people without sufficient knowledge. This thinking is frequently based on stereotypes.

Scapegoating

Blaming an individual or group for something based on that person or group's identity when, in reality, the person or group is not responsible. Prejudicial thinking and discriminatory acts can lead to this.

Stereotype

An oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive ideas that link a person or group to a specific positive trait can have negative consequences.



Part II. Manifestations of Prejudice & Discrimination

The following are specific manifestations of prejudice and discrimination, all of which are based on stereotypes and/or negative attitudes toward members of a particular group. All forms of prejudice can be both personal (an individual act of meanness or exclusion) or institutional (prejudice and discrimination supported and sanctioned by power and authority that benefits some and disadvantages others).

Ableism

Prejudice and/or discrimination against people with mental or physical disabilities.

Ageism

Prejudice and/or discrimination against people because of their real or perceived age.

Anti-Semitism

Prejudice or discrimination that is directed towards Jews. Anti-Semitism is based on stereotypes and myths that target Jews as a people, their religious practices and beliefs, and the Jewish state of Israel.

Classism

Prejudice and/or discrimination against people because of their real or perceived economic status.

Heterosexism

Prejudice and/or discrimination against people who are or who are perceived to be lesbian, gay, bisexual or transgender (LGBT).

Homophobia

A term used to describe a blatant fear or hatred of LGBT people.

Islamophobia

Prejudice and/or discrimination against people who are or who are perceived to be Muslim or of Arab descent, and a fear or dislike of Islamic culture.

Racism

Prejudice and/or discrimination against people based on the social construction of race. Differences in physical characteristics (e.g. skin color, hair texture, eye shape) are used to support a system of inequities.

Religious Bigotry

Prejudice and/or discrimination against people based on their religious beliefs and/or practices.

Sexism

Prejudice and/or discrimination against people based on their real or perceived sex. This is based on a belief (conscious or unconscious) that there is a natural order based on sex.

Weightism

Prejudice and/or discrimination against overweight and obese people.

Xenophobia

Prejudice and/or discrimination against anyone or anything that is perceived to be foreign or outside one's own group, nation or culture. Xenophobia is commonly used to describe negative attitudes toward foreigners and immigrants.



Want to Learn More? *Becoming an Ally: Interrupting Name-Calling and Bullying*, a half-day (3-hour) or full-day (6-hour) workshop for educators and students, is designed to build skills to respond to name-calling and bullying in ways that will help create inclusive classrooms and school environments where all students feel respected and challenged to succeed. Contact ADL for more information or to schedule a session at 713-627-3490 (Houston) or 512-249-7960 (Austin).

GUIDELINES FOR CHALLENGING PREJUDICE AND DISCRIMINATION

1. BE WILLING TO TAKE ACTION

Ignoring prejudicial attitudes and behaviors will not make them go away, and silence can send the unintended message that you are in agreement with the words or actions. Make it clear that you find the behaviors offensive and that you are not willing to tolerate jokes, slurs or any action that demeans another person or group. Do not directly intervene if you feel it might jeopardize your own or others' safety, but do consider other effective responses, including speaking to the perpetrator later, going to get assistance or providing support to the target of the prejudice.

2. UNDERSTAND AND LEARN TO MANAGE CONFLICT

Biased attitudes have developed over time and are unlikely to change without some conscious effort. When challenging biased attitudes or behaviors in others, it is not unusual to be faced with conflict. By learning skills to manage conflict effectively, you will be able to use conflict as a positive force to foster growth.

3. BE AWARE OF YOUR OWN BIASES

All people have been socialized to believe many stereotypes and misconceptions about other groups. An awareness of your own prejudices and biases will help you understand the limitations they place on your own perspectives. If you lack knowledge or are unsure how to handle a situation, seek the information or help that you need. When your own discriminatory attitudes or behaviors are pointed out to you, be open to feedback and avoid reacting defensively.

4. LISTEN AND LEARN FROM OTHERS' EXPERIENCES

Don't minimize or trivialize people's experiences or deny their concerns. Make an effort to see situations through other people's eyes.

5. USE RESPECTFUL LANGUAGE AND BEHAVIOR

Educate yourself about terminology that is respectful, non-biased and inclusive of all people regardless of race, ethnicity, gender, disabilities, sexual orientation, gender identity, age or religion. If you are unsure of how a person or group prefers to be identified, ask questions.

6. PROVIDE ACCURATE INFORMATION TO COUNTER STEREOTYPES AND BIASES

Take initiative in educating yourself about your own and others' cultures. Ask questions when you need additional information, but don't rely completely on other people to educate you about their culture and history or to explain oppression to you. People are more willing to share when you take an active role and the learning is mutual.

7. ACKNOWLEDGE DIVERSITY AND AVOID STEREOTYPICAL THINKING

Don't ignore or pretend not to see the rich diversity of human backgrounds and experiences. Acknowledging differences is not the problem, rather the problem is placing negative value judgments on those differences! Stereotypes based on differences are inappropriate because they generalize, limit and deny people's unique individuality and humanity.

8. BE AWARE OF YOUR OWN HESITANCIES TO CHALLENGE PREJUDICE

Take time to explore your feelings about taking action against prejudice. When bias occurs, assess the situation, determine the best response and take action.

9. PROJECT UNDERSTANDING, RESPECT AND SUPPORT

When challenging biased attitudes, words or actions in others, begin by stating how you feel. Firmly address the behavior or attitude while supporting the dignity of the person. Be nonjudgmental and avoid preaching, but know the bottom line. Issues of human dignity, justice and safety should be non-negotiable.

10. BE A ROLE MODEL

Establish standards of responsibility and behavior and hold yourself and others accountable. Demonstrate your personal and organizational commitment in practices, policies and procedures, both formal and informal. Maintain high expectations for yourself and others.

11. JOIN WITH OTHERS

Work collectively with others to organize and support efforts to combat prejudice and discrimination in all its forms. Social change is a long-term process and it's easy to get discouraged. There is power in the actions of one person; however, by working together, there is even greater strength and ability to make a difference.

Want to Learn More? *Making Diversity Count* is an interactive online course for middle and high school educators to develop tools to build respectful and inclusive classrooms. Contact ADL for more information at 713-627-3490 (Houston) or 512-249-7960 (Austin).



WHAT DID YOU JUST SAY? CHALLENGING YOUR OWN BIASES

On a daily basis, people continue to hear and sometimes use words and phrases that demean, ridicule or demonstrate ignorance about people from different groups and backgrounds. If left unchecked, insensitive remarks can lead to scapegoating, name calling, social avoidance and other acts of prejudice and bigotry.

Prejudicial phrases and statements often come without warning, sometimes leaving youth and adults stunned, speechless and unsure of how to respond. Unfortunately, the typical response often is to say nothing, but ADL believes there is a better response. While often difficult to do, challenging bigoted and offensive remarks and jokes is critical to ensuring dignity and respect for all people.

TIPS FOR RESPONDING TO BIGOTED WORDS, JOKES AND SLURS

Begin by clarifying for yourself what you want to get out of the interaction. If venting your anger is your primary goal, you are unlikely to have a successful interaction with the other person. Similarly, making an equally offensive remark or publicly embarrassing the person who made the comment will not be productive.

Assume goodwill. Many people who make offensive remarks do so out of ignorance. Because they do not intend harm, they often assume no harm is done.

Talk to the person privately. By doing so, you remove the necessity to “save face” publicly or to defend his or her actions in front of a group.

Start the conversation by “vesting your relationship.” For example, start the conversation by saying something like, “I wanted to talk with you, Mary, because your friendship is important to me.”

Use “I” and not “you” statements. The conversation will be less successful if it focuses on what you think the other person did “wrong.”

Remember your “rights.” You have the right to request that this type of humor (or comments) not be used in your presence.

Want to Learn More? *Step Up! Assembly Program* is an interactive anti-bullying assembly program for middle school students. Step Up! helps students understand the different roles people play in bullying situations, the dynamics of typical incidents of bias and the range of responses available to them. The program is designed to give a voice to the targets of bullying and prejudice, build empathy in the aggressors and inspire bystanders to become allies. Contact ADL for more information or to schedule a session at 713-627-3490 (Houston) or 512-249-7960 (Austin).

STEP BY STEP INSTRUCTIONS

FOR A SCHOOL TO BECOME NO PLACE FOR HATE®



- 1 CONTACT ADL staff at Southwest@adl.org or Austin@adl.org (Austin area schools), if your school is new to No Place for Hate®.
- 2 READ and COMPLETE the Commitment Form to ensure that you and your school administration are on board with the No Place for Hate® requirements.

- 3 CREATE a No Place for Hate® Coalition that includes students, faculty, adult family members and community members and reflects the diversity of your school community.
- 4 SUBMIT the Commitment Form, Intent Form and Coalition Form by October 15th.
- 5 ISSUE to the entire school community, the ADL's Resolution of Respect affirming a commitment to promoting respect and challenging bigotry in all forms. (Found on page 8 of this resource guide)
- 6 COMPLETE three or more anti-bias or diversity activities. (Suggested No Place for Hate® initiative activities-see page 9)
- 7 COMPLETE and SUBMIT the Resolution of Respect Form, an Activity Form for each activity and documentation for each by April 15th.
- 8 RECEIVE a customized No Place for Hate® banner.
- 9 For more information on how you can participate in the No Place for Hate® initiative, visit www.adl.org/southwest and click on the No Place for Hate® logo or call 713-627-3490 (Houston) or 512-249-7960 (Austin).



TO BECOME A COMMUNITY OF RESPECT®



- 1 CONTACT ADL staff at Southwest@adl.org or Austin@adl.org (Austin area), if your organization is new to Community of Respect®.
- 2 SUBMIT an Intent Form by May 15th that includes three proposed anti-bias activities for ADL review and approval.

- 3 ISSUE to the entire organizational community, the ADL's Resolution of Respect affirming a commitment to promoting respect and challenging bigotry in all forms. (Found on page 8 of this resource guide)
- 4 COMPLETE three or more activities that promote respect for diversity and inclusiveness. (Suggested Community of Respect® Initiative activities-see page 10)
- 5 COMPLETE and SUBMIT the Resolution of Respect Form, an Activity Fulfillment Form for each activity and documentation to the ADL.
- 6 RECEIVE a Community of Respect® plaque or banner and be publicly recognized for your efforts.
- 7 For more information on how you can participate in the Community of Respect® Initiative visit www.adl.org/southwest and click on the Community of Respect® logo or call 713-627-3490 (Houston) or 512-249-7960 (Austin).



For more information and to download all forms, visit www.adl.org/southwest.

By signing this Resolution of Respect, you are taking personal responsibility for standing up against all forms of prejudice and discrimination and committing yourself to creating a world that is No Place for Hate®. Additional versions of the Resolution of Respect can be found at www.adl.org/southwest.

Resolution of Respect

I pledge from this day forward to do my best to combat prejudice and to stop those who, because of hate or ignorance, would hurt anyone or violate their civil rights. I will try at all times to be aware of my own biases and seek to gain understanding of those who I perceive as being different from myself. I will speak out against all forms of prejudice and discrimination. I will reach out to support those who are targets of hate.

I will think about specific ways my community members can promote respect for people and create a prejudice-free zone. I firmly believe that one person can make a difference and that no person can be an “innocent” bystander when it comes to opposing hate. I recognize that respecting individual dignity, achieving equality and promoting intergroup harmony are the responsibilities of all people. By signing this pledge, I commit myself to creating a respectful community.

My Signature



Date

COMMUNITY
OF RESPECT
A NO PLACE FOR HATE® PROGRAM OF THE ADL

Multicultural Book Club

Have a school-wide [multicultural book club](#) focused on age-appropriate books that address appreciating differences in culture, ethnicity, religion, gender, abilities, etc. Discuss the positive messages in the books. Visit www.adl.org/bibliography for a list of anti-bias books recommended by ADL.

Curriculum Connections

Integrate [multicultural](#), [anti-bias](#), and [social justice themes](#) into your school's curricula. ADL's Curriculum Connections offers a collection of original lesson plans and resources free to K-12 educators. Visit www.adl.org/education/curriculumconnections.

Stereotype & Prejudice Education

Have students learn about [stereotypes and prejudice](#). Discuss what stereotypes and prejudice are. Ask students to bring in examples of stereotypes and prejudice from books, movies, TV, the Internet or newspapers.

No Place for Hate® Infomercial

Create a [No Place for Hate® infomercial](#). Have students write essays on what respecting diversity means to them. Videotape students reading excerpts from their essays. This can be the basis for an infomercial for No Place for Hate® to explain the program to students, parents and broader school community.

No Place for Hate® School Paper

Create a [school paper](#) devoted to No Place for Hate® concepts and ideas. Have students submit artwork, poetry, articles, photographs and other items that are all related to diversity and respect for others.

Calendar of Observances

Find out which [holidays / cultural observances](#) the students in your school recognize and create a large calendar that lists all of them. Display the calendar in a prominent location. Have class discussions about the holidays/observances and have students discuss and research ones that are not familiar to them.

Mural or Peace Garden

Create a [No Place for Hate® mural](#) or a [peace garden](#) that contains peaceful messages created by the students. Have a discussion about the creation with the students.

Mix-It-Up-At-Lunch Day

Host [Mix-It-Up-At-Lunch Day](#) where students sit with and talk to others who they may not otherwise get to know. For a more successful event, give students discussion questions to use during lunch and have a discussion with students afterward about their experience. For more information about Mix-It-Up-At-Lunch, go to www.mixitup.org.



SAMPLE ACTIVITIES

Classroom Discussions

Have [classroom discussions](#) about being an ally to students who are bullied. Visit www.adl.org/combatingbullying for strategies and tips to address various issues related to bullying. Hold an [essay contest](#) about understanding and combatting bias and bullying.

Historical Figure Discussions

Have students research and discuss [historical figures](#) who have made a positive difference in [promoting peace and respect](#) for others. Discuss how students might try to emulate these people.

Anti-Bias Themed Week

Have a special week or day devoted to a particular peaceful / anti-bias theme. Many schools participate in "[No Name Calling Week](#)." Visit www.nonamecallingweek.org.

Holocaust Education

Students can create projects related to events such as the [Holocaust](#) along with discussion about its relevance to today's society. Visit www.echoesandreflections.org for Holocaust lessons.

Creative Expression

Create [songs](#), [raps](#), [poems](#), etc. that promote respect for others.



Speakers Series

Create an employee/member-run speakers series to provide employees/members the opportunity to [learn about each others' heritages](#) and backgrounds.

A WORLD OF DIFFERENCE®

Provide ongoing [A WORLD OF DIFFERENCE®](#) Institute training for all employees/members in the organization and use surveys to gauge the impact.

Calendar of Observances

Provide a [list and description of various ethnic and/or religious holidays, observances and customs](#) to all employees/members and devote space in organizational newsletters each month to highlight a positive theme related to diversity issues; include cultural heritage months and recognize the many achievements and contributions of the represented group(s). Refer to the Calendar of Observances in this book.

Diversity Dialogues

Host monthly, quarterly or annual dialogues with a [focus on local, national and global diversity](#).

Cultural Events

Provide [opportunities to attend local cultural events](#) and exhibits and discuss what the effect was or what was learned at a subsequent meeting or brown bag luncheon.

Take A Stand Discussion

Have a facilitated [discussion on how to take individual responsibility](#) for standing up against hate and discrimination and how one person can make a difference.

Walk/Run Against Hate

Plan a community-wide ["Walk/Run Against Hate"](#) or some other community event designed to embrace and promote respect in the community at-large.

Community Float

Build a [community float](#) that promotes understanding and respect for the diversity of your community and participate in local and state parades. Contact parade officials to make sure that groups of all different backgrounds are invited to participate.

Campaign or PSA

Create an ad campaign or PSA for your e-mail signatures, internal TV, radio or Webcasts and newsletters which promote [speaking out against jokes and slurs](#) that target people or groups.

Book Club

Foster respect, sensitivity and understanding by [putting together a book club](#) which features culturally diverse reading materials and dialogues that follow.

COMMUNITY OF RESPECT®

A NO PLACE FOR HATE® PROGRAM OF THE ADL®

SAMPLE ACTIVITIES

Cookbook

Collect traditional, ethnic and/or cultural family recipes and [create a cookbook](#). Consider ad sales or selling the cookbook to support an anti-bias/diversity building program or effort for the community at-large.

Paint-Out Day

Hold a ["Paint-Out Day"](#) in your neighborhood or in partnership with the Mayor's Anti-Gang Task Force, community-based organization or neighborhood association to eliminate graffiti that promotes bigotry and culminate the effort with a community potluck.

Learn About Diverse Groups

Find creative ways to [learn about other diverse groups](#) and discuss how people can overcome the fears, stereotypes and disregard of these communities.

Guest Speaker

[Hear from local community, business and religious leaders](#) about issues related to intergroup relations.



ADL CLASSROOM RESOURCES

TEXAS' NEW ANTI-BULLYING LAW ENCOURAGES SCHOOL DISTRICTS TO PROVIDE STAFF TRAINING ON IDENTIFYING, RESPONDING TO AND REPORTING INCIDENTS OF BULLYING.

ADL CAN HELP!

The Anti-Defamation League's A WORLD OF DIFFERENCE® Institute is a market leader in the development and delivery of anti-bias and diversity trainings and resources. Human relations and education professionals design training modules and produce curricula that provide the necessary skills, knowledge and awareness to promote and sustain inclusive and respectful school, work and home environments. Customized to meet the changing needs of a wide-range of audiences, programs are available to schools, universities, corporations and community-based organizations throughout the United States and abroad.

Through the development and delivery of its 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.

A CLASSROOM OF DIFFERENCE™ is at the heart of the Institute, developed to address diversity in the pre-kindergarten through 12th grade school communities.

TEACHER TRAINING PROGRAMS provide educators with effective strategies for confronting prejudice and discrimination in their classrooms. Examples include:

- **Trickery, Trolling and Threats: Understanding and Addressing Cyberbullying** is a training for educators, administrators, secondary and student support personnel that increases awareness about the unique features and impact of cyberbullying. www.adl.org/combattbullying

- **Making Diversity Count** is an interactive online course for middle and high school educators to develop tools to build respectful and inclusive classrooms. www.adl.org/education/mdc

- **The Miller Early Childhood Initiative**, in partnership with Sesame Workshop™ (producers of Sesame Street), offers anti-bias training and resources to assist educators, caregivers and family members of children ages 3-5 in creating bias-free environments that encourage children to appreciate diversity. Family workshops and materials are also available in Spanish. www.adl.org/education/miller/

MIDDLE AND HIGH SCHOOL STUDENT PROGRAMS equip students with the knowledge and skills to become leaders in combating prejudice in their schools and communities. Examples include:

- **CyberALLY®** is a training for middle and high school-age youth that increases awareness about cyberbullying, provides strategies for young people to respond effectively to cyberbullying and fosters an increased culture of e-safety, ally behavior and respect for differences among youth. www.adl.org/combattbullying

- **Step Up! Assembly Program** is an interactive anti-bullying assembly program for middle school students. Step Up! helps students understand the different roles people play in bullying situations, the dynamics of typical incidents of bias and the range of responses available to them. The program is designed to give a voice to the targets of bullying and prejudice, build empathy in the aggressors and inspire bystanders to become allies. www.adl.org/combattbullying

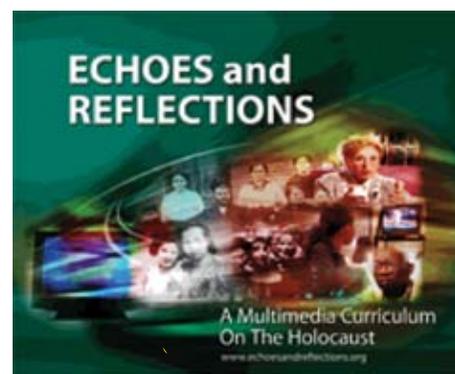
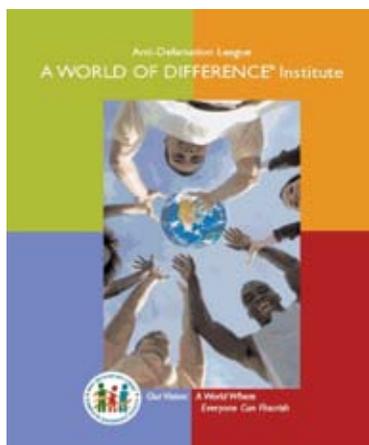
ADDITIONAL RESOURCES AND PROGRAMS

No Place for Hate®, the Southwest region's signature education initiative, empowers schools to promote respect for individual and group differences while challenging prejudice and bigotry.

Echoes and Reflections: A Multimedia Curriculum on the Holocaust is an interdisciplinary multimedia Holocaust education curriculum for secondary school classrooms with an optional accompanying full-day educator training. www.echoesandreflections.org

Hate Crimes Training workshops are designed to give educators and students the tools to recognize, report, and respond to hate crimes.

Curriculum Connections is a collection of original lesson plans and resources that help K-12 educators integrate multicultural, anti-bias, and social justice themes into their curricula. Each edition is organized around a particular topic or theme, and a new edition is published approximately two times per school year. www.adl.org/education/curriculum_connections/



ADL COMMUNITY RESOURCES



Community of Respect® Initiative highlights the benefits of diversity, encourages inclusiveness, and empowers people to reject prejudice and discrimination in their businesses, homes, houses of worship and communities.

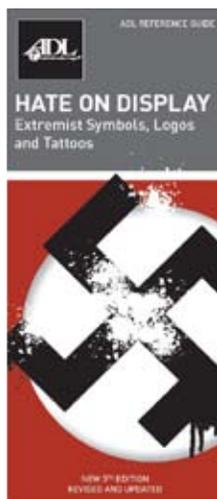
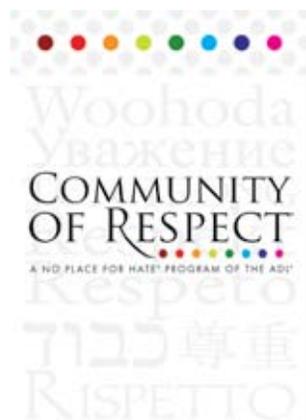
A WORKPLACE OF DIFFERENCE™ provides corporations, businesses, non-profit organizations and government and law enforcement agencies with training programs and services that help manage diversity successfully and create more productive, respectful and inclusive work environments.

Law Enforcement in Society is a partnership with Holocaust Museum Houston and the Houston Police Department. This course includes a tour of the Museum, a look at how local law enforcement was influenced by the Holocaust, and a contrast between that time and modern times in the United States, where law enforcement provides the front-line defense of our freedoms. (8 hours TCLEOSE credit)

Hate Crimes Training for Law Enforcement takes law enforcement officers through a comprehensive look at Texas' hate crime law, hate crimes, who some of the perpetrators are, who some of the extremists are, and how to recognize them. It also explores how victims of hate crimes feel even more vulnerable than victims of other crimes, how to be sensitive to those feelings, and helps officers think about how to deal with such crimes through a variety of large group, small group and video scenarios. (2 or 4 hours TCLEOSE credit)

How Hate Crimes Affect Their Victims (for victims assistance personnel). This one-hour presentation explores the special sensitivities of hate crime victims and of the communal victims hate crimes create. It helps victims assistance personnel understand why hate crime victims may have unique needs.

Other trainings include:
ADL in Action: What We Do And How We Can Be of Help To You (for media). This one-hour presentation presents ADL resources, information about extremists, and helps media think about ways they should cover extremists and hate groups. It also can be tailored to provide information and suggestions on how to cover diversity-related stories.



THE TRUTH ABOUT CYBERBULLYING



WHAT IS CYBERBULLYING?

Cyberbullying is the intentional and repeated mistreatment of others through the use of technology. Approximately 20% of young people reported experiencing cyberbullying in their lifetimes.

HOW DOES CYBERBULLYING DIFFER FROM OTHER FORMS OF BULLYING?

- It can occur at any time of day.
- Messages and images can be distributed quickly to a very wide audience and are impossible to take back or retrieve.
- Perpetrators of cyberbullying can be anonymous, making it difficult to hold them responsible.

TIPS TO RESPOND TO CYBERBULLYING

1. **Save Evidence** - Advise youth to keep all proof of bullying and harassment, including e-mails, texts, phone numbers and screen names. Tell them to take screen shots or print the evidence, and keep on file to substantiate claims of inappropriate or illegal behavior.
2. **Investigate and Respond** - Interview the individuals involved in the incident and work with Internet and cell phone service providers to gather as much information as possible about what took place. Determine appropriate consequences for the perpetrators in accordance with your institution's policies and the seriousness of the infraction.
3. **Involve Law Enforcement** - Report extremely harmful online speech, such as harassment, stalking, threats of violence and pornography to the police.
4. **Consult an Attorney** - Before carrying out consequences, check with your institution's legal counsel to make sure that all disciplinary measures are in line with your institution's policies and the law, and that you are not inadvertently violating the First Amendment rights of individuals. If appropriate, counsel may also advise the target's family about their options for taking legal action against the perpetrator or the perpetrator's family.
5. **Follow Up with the Perpetrator's Family** - Discuss the incident with the perpetrator's parents or

guardians to establish ongoing communication and consistent expectations between home and your institution. Provide information and education as appropriate so that the perpetrator's family understands how best to address the negative behavior, monitor their child's online behavior and ensure responsible use of technology in the future.

6. **Provide Support** - Assist the target and the target's family in coping with the impact of the online cruelty, and to build skills for dealing with such problems in the future. Make sure not to blame the target for being bullied or to unintentionally punish the target by limiting access to technology.
7. **Block Harassers** - Protect targets from further victimization by helping them to block offending e-mail addresses, screen names, "friends" on social networking sites and cell phone numbers. If necessary, help families to change phone numbers and e-mail addresses.
8. **Report Incidents** - Help targets to file complaints with Internet and cell phone service providers. Most social networking and media sites (e.g., Facebook, YouTube) have "report abuse" functions and will respond to reports of harassment promptly.
9. **Reach Out** - Work with local schools, youth groups and community organizations to share information about ongoing problems with cyberbullying (making sure to maintain confidentiality where necessary). Since the cyberworld has no boundaries, communicating with the different institutions that youth are a part of can help to establish consistency with regard to the messages and consequences that youth receive.
10. **Educate** - Discuss strategies for responding to cyberbullying and ways to be an ally with all youth. Online harassment and cruelty affect the entire community, not just those who are directly involved in an incident. Broad-based education about responsible technology use can contribute to a climate that is welcoming and inclusive for all members of your institution.

ONLINE RESOURCES

Anti-Defamation League
www.adl.org/education/cyberbullying

Center for Safe and Responsible Internet Use
www.csriu.org

Cyberbullying.org
www.cyberbullying.org

Cyberbullying.us
www.cyberbullying.us

i-SAFE
www.isafe.org

Partners Against Hate
www.partnersagainsthate.org

Stop Bullying Now! Information, Prevention, Tips and Games
www.stopbullyingnow.org

Stop Cyberbullying
www.stopcyberbullying.org

Wired Kids, Inc.
www.wiredkids.com

Want to Learn More? *Trickery, Trolling and Threats* is a half-day (3-hour) or full-day (6-hour) training for educators, administrators and student support personnel that increases awareness about the unique features and impact of cyberbullying. The session provides strategies for educators to respond effectively to cyberbullying and fosters an increased culture of e-safety among youth. Programs for family members and youth are also available. Contact ADL for more information or to schedule a session at 713-627-3490 (Houston) or 512-249-7960 (Austin).

2013

ABOUT THE CALENDAR OF OBSERVANCES

The multi-faith calendar includes significant religious observances of the major faiths represented in the United States. Thus, it can be used as a resource when planning school exam timetables and school activities, or when scheduling workplace festivities and community events. In addition, the calendar notes U.S. holidays that are either legal holidays or observed in various states and communities throughout the country. A third component is the inclusion of important national and international observances that may be commemorated in the U.S. The dates of secular holidays are based on the Gregorian calendar, which is commonly used for civil dating purposes. Many religions and cultures follow various traditional calendar systems that are often based on the phases of the moon with occasional adjustments for the solar cycle. Therefore, specific Gregorian calendar dates for these observances will differ from year to year. In addition, calculation of specific dates may vary by geographical location and according to different sects within a given religion.

****Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.**

JANUARY 2013

1	Tuesday	New Year's Day
		Temple Day (Buddhist)
6	Sunday	Epiphany (Christian)
		Christmas (Armenian Orthodox Christian)
7	Monday	Christmas (Eastern Christian)
14	Monday	Makar Sankranti (Hindu)
20	Sunday	World Religion Day (Bahá'í)**
21	Monday	Dr. Martin Luther King Jr.'s Birthday
21-25	Mon-Fri	No Name Calling Week
24	Thursday	Milad Al-Nabi (Islamic)**
26	Saturday	Tu B'Shvat (Jewish)**
27	Sunday	UN Holocaust Memorial Day
		Mahayana New Year (Buddhist)

FEBRUARY 2013

Full Month	Black History Month	
1	Friday	National Freedom Day
10	Sunday	Lunar New Year
11	Monday	Clean Monday (Eastern Christian)
12	Tuesday	Shrove Tuesday (Western Christian)
13	Wednesday	Ash Wednesday (Western Christian)
14	Thursday	Valentine's Day
		Race Relations Day
15	Friday	Susan B. Anthony Day
		Nirvana Day (Buddhist)
18	Monday	Presidents' Day
24	Sunday	Purim (Jewish)**
25	Monday	Magha Puja (Buddhist)
26- March 1	Tues-Fri	Ayyám-I-Ha Or Intercalary Days (Bahá'í)**

MARCH 2013

Full Month	National Women's History Month	
2-20	Sun-Wed	Nineteen-Day Fast (Bahá'í)**
8	Friday	International Women's Day
10	Sunday	Maha Shivaratri (Hindu)
17	Sunday	St. Patrick's Day (Christian)
21	Thursday	Vernal Equinox
		International Day For The Elimination Of Racial Discrimination
		Nowruz (Zoroastrian)
24	Sunday	Palm Sunday (Christian)
26- April 1	Tues-Mon	Passover/Pesach (Jewish)**
31	Sunday	Easter (Christian)

APRIL 2013

7	Sunday	Yom Hashoah (Jewish)**
19	Friday	Day of Silence
20	Saturday	Rama Navami (Hindu)
21-2	Sun-Thurs	Festival Of Ridván (Bahá'í)**
24	Wednesday	Armenian Martyrs' Day
25	Thursday	Theravada New Year (Buddhist)
28	Sunday	Lag B'Omer (Jewish)**

MAY 2013

Full Month	Asian Pacific American Heritage Month	
1	Wednesday	International Workers Day
3	Friday	World Press Freedom Day
5	Sunday	Cinco De Mayo
9	Thursday	Ascension Day (Christian)
12	Sunday	Mother's Day
15-16	Wed-Thur	Shavuot (Jewish)**
19	Sunday	Pentecost (Christian)
21	Tuesday	World Day For Cultural Diversity For Dialogue And Development
23	Thursday	Declaration Of The Bab (Bahá'í)**
25	Saturday	Buddha Day (Buddhist)
26	Sunday	All Saints Day (Eastern Christian)
27	Monday	Memorial Day
29	Wednesday	Ascension Of Bahá'u'lláh (Bahá'í)**

JUNE 2013

Full Month	LGBT Pride Month	
9	Sunday	Race Unity Day (Bahá'í)**
12	Wednesday	Anne Frank Day
		Loving Day
14	Friday	Flag Day
16	Sunday	Father's Day
19	Wednesday	Juneteenth
20	Thursday	World Refugee Day
21	Friday	Summer Solstice
24	Monday	Nisf Shabaan (Islamic)**

JULY 2013

4	Thursday	Independence Day
9	Thursday	Martyrdom Of The Báb (Bahá'í)**
9- Aug 8	Tues-Thurs	Ramadan (Islamic)**
16	Tuesday	Tisha B'av (Jewish)**
22	Monday	Dharma Day (Buddhist)
26	Monday	ADA (Americans With Disabilities Act) Day

AUGUST 2013

3	Saturday	Laila Al-Qadr (Islamic)**
8	Thursday	Eid Al-Fitr (Islamic)**
9	Friday	International Day Of The World's Indigenous Peoples
12	Monday	International Youth Day
15	Thursday	Obon (Buddhist)
21	Wednesday	Raksha Bandhan (Hindu)
		Ulambana (Buddhist)
23	Friday	International Day For The Remembrance Of The Slave Trade And Its Abolition
28	Wednesday	Krishna Jayanti (Hindu)

SEPTEMBER 2013

2	Monday	Labor Day
5-6	Thurs-Fri	Rosh Hashanah (Jewish)**
8	Sunday	International Literacy Day
9	Monday	Ganesh Chaturthi (Hindu)
14	Saturday	Yom Kippur (Jewish)**
15- Oct 15	Full Month	National Hispanic Heritage Month
17	Tuesday	Constitution Day And Citizenship Day
19-25	Thurs-Wed	Sukkot (Jewish)**
22	Sunday	Autumnal Equinox
26	Thursday	Shemini Atzeret (Jewish)**
27	Friday	Simchat Torah (Jewish)**

OCTOBER 2013

Full Month	LGBT History Month	
	National Disability Employment Awareness Month	
5	Saturday	Navaratri (Hindu)
11	Friday	Coming Out Day
13	Sunday	Native American Day
14	Monday	Dassera (Hindu)
		Columbus Day
15	Tuesday	Eid Al-Adha (Islamic)**
17	Thursday	International Day For The Eradication Of Poverty
20	Sunday	Birth Of The Báb (Bahá'í)**
24	Thursday	United Nations Day
31	Thursday	Reformation Day (Christian)
		Halloween

NOVEMBER 2013

Full Month	National American Indian Heritage Month	
1	Friday	All Saints' Day (Western Christian)
2	Saturday	All Souls' Day (Christian)
3	Sunday	Diwali (Hindu)
5	Tuesday	Election Day
		Muharram (Islamic)**
9	Friday	Kristallnacht
11	Monday	Veterans' Day
12	Tuesday	Birth Of Bahá'u'lláh (Bahá'í)**
14	Thursday	Ashura (Islamic)**
16	Saturday	International Day For Tolerance
26	Tuesday	Day Of The Covenant (Bahá'í)**
28	Thursday	Thanksgiving Day
28- Dec 5	Thur-Thur	Chanukah (Jewish)**

DECEMBER 2013

1	Sunday	World Aids Day
		Advent (Christian)
3	Tuesday	International Day Of Disabled Persons
8	Sunday	Bodhi Day (Buddhist)
10	Tuesday	Human Rights Day
12	Thursday	Our Lady Of Guadalupe (Christian)
15	Sunday	Bill Of Rights Day
21	Saturday	Winter Solstice
25	Wednesday	Christmas (Western Christian)
26- Jan 1	Thurs-Wed	Kwanzaa
29	Sunday	Wounded Knee Day

****Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.**

2014

CALENDAR OF OBSERVANCES



****Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.**

JANUARY 2014

TBD	No Name Calling Week
1	Wednesday New Year's Day
	Temple Day (Buddhist)
6	Monday Epiphany (Christian)
	Christmas (Armenian Orthodox Christian)
7	Tuesday Christmas (Eastern Christian)
13	Monday Milad Al-Nabi (Islamic)**
14	Tuesday Makar Sankranti (Hindu)
16	Thursday Tu B'Shvat (Jewish)**
	Mahayana New Year (Buddhist)
19	Sunday World Religion Day (Bahá'í)**
20	Monday Dr. Martin Luther King Jr.'s Birthday
27	Monday UN Holocaust Memorial Day
31	Monday Lunar New Year

FEBRUARY 2014

Full Month	Black History Month
1	Saturday National Freedom Day
14	Friday Valentine's Day
	Race Relations Day
15	Saturday Susan B. Anthony Day
	Nirvana Day (Buddhist)
17	Monday Presidents' Day
26-27	Wed-Sat Ayyám-I-Ha Or Intercalary Days (Bahá'í)**
March 1	Friday Maha Shivaratri (Hindu)

MARCH 2014

Full Month	National Women's History Month
2-20	Sun-Thurs Nineteen-Day Fast (Bahá'í)**
3	Monday Clean Monday (Eastern Christian)
4	Tuesday Shrove Tuesday (Western Christian)
5	Wednesday Ash Wednesday (Western Christian)
8	Saturday International Women's Day
16	Sunday Magha Puja (Buddhist)
	Purim (Jewish)**
17	Monday Holi (Hindu)
	St. Patrick's Day (Christian)
20	Thursday Vernal Equinox
21	Friday International Day For The Elimination Of Racial Discrimination
	Nowruz (Zoroastrian)
31	Monday Cesar Chavez Day

APRIL 2014

TBD	Day of Silence
8	Tuesday Rama Navami (Hindu)
13	Sunday Palm Sunday (Christian)
15-21	Tues-Mon Passover/Pesach (Jewish)**
17	Thursday Holy Thursday (Christian)
18	Friday Good Friday (Christian)
20	Sunday Easter (Christian)
21-22	Mon-Fri Festival Of Ridván (Bahá'í)**
May 2	
24	Thursday Armenian Martyrs' Day
27	Sunday Yom Hashoah (Jewish)**
	Day of Silence

MAY 2014

Full Month	Asian Pacific American Heritage Month
3	Saturday World Press Freedom Day
5	Monday Cinco De Mayo
6	Tuesday International Worker's Day
11	Sunday Mother's Day
14	Wednesday Buddha Day (Buddhist)
15	Thursday Theravada New Year (Buddhist)
18	Sunday Lag B'Omer (Jewish)**
21	Wednesday World Day For Cultural Diversity For Dialogue And Development
23	Friday Declaration Of The Bab (Bahá'í)**
26	Monday Memorial Day
29	Thursday Ascension Of Bahá'u'lláh (Bahá'í)**
	Ascension Day (Christian)

JUNE 2014

Full Month	LGBT Pride Month
4-5	Wed-Thurs Shavuot (Jewish)**
8	Sunday Pentecost (Christian)
	Race Unity Day (Bahá'í)**
12	Thursday Anne Frank Day
	Loving Day
14	Saturday Flag Day
	Nisf Shabaaan (Islamic)**
15	Sunday Father's Day
	All Saints Day (Eastern Christian)
19	Thursday Juneteenth
20	Friday World Refugee Day
21	Saturday Summer Solstice
28-29	Sat-Sun Ramadan (Islamic)**
July 27	

JULY 2014

4	Friday Independence Day
9	Wednesday Martyrdom Of The Báb (Bahá'í)**
13	Sunday Dharma Day (Buddhist)
24	Thursday Laila Al-Qadr (Islamic)**
26	Saturday ADA (Americans With Disabilities Act) Day
28	Monday Eid Al-Fitr (Islamic)**

AUGUST 2014

5	Tuesday Tisha B'av (Jewish)**
9	Saturday International Day Of The World's Indigenous Peoples
10	Sunday Raksha Bandhan (Hindu)
	Ulambana (Buddhist)
12	Tuesday International Youth Day
15	Friday Obon (Buddhist)
17	Sunday Krishna Jayanti (Hindu)
23	Saturday International Day For The Remembrance Of The Slave Trade And Its Abolition
29	Friday Ganesh Chaturthi (Hindu)

SEPTEMBER 2014

1	Monday Labor Day
8	Monday International Literacy Day
15-16	Full Month National Hispanic Heritage Month
October 15	
17	Wednesday Constitution Day And Citizenship Day
23	Tuesday Autumnal Equinox
25-26	Thurs-Fri Rosh Hashanah (Jewish)**
29	Sunday Navaratri (Hindu)

OCTOBER 2014

Full Month	LGBT History Month
	National Disability Employment Awareness Month
4	Saturday Yom Kippur (Jewish)**
	Dassera (Hindu)
5	Sunday Eid Al-Adha (Islamic)**
9-15	Thurs-Wed Sukkot (Jewish)**
11	Tuesday Coming Out Day
13	Monday Columbus Day
14	Tuesday Native American Day
16	Thursday Shemini Atzeret (Jewish)**
17	Friday International Day For The Eradication Of Poverty
20	Monday Simchat Torah (Jewish)**
	Birth Of The Báb (Bahá'í)**
23	Thursday Diwali (Hindu)
24	Friday United Nations Day
25	Saturday Muharram (Islamic)**
31	Friday Reformation Day (Christian)
	Halloween

NOVEMBER 2014

Full Month	National American Indian Heritage Month
1	Saturday All Saints' Day (Western Christian)
2	Sunday All Souls' Day (Christian)
3	Monday Ashura (Islamic)**
4	Tuesday Election Day
9	Sunday Kristallnacht
11	Tuesday Veterans' Day
12	Wednesday Birth Of Bahá'u'lláh (Bahá'í)**
16	Sunday International Day For Tolerance
17-23	Mon-Sun American Education Week
26	Wednesday Day Of The Covenant (Bahá'í)**
27	Thursday Thanksgiving Day
30	Sunday Advent (Christian)

DECEMBER 2014

1	Monday World Aids Day
3	Wednesday International Day Of Disabled Persons
8	Monday Bodhi Day (Buddhist)
10	Wednesday Human Rights Day
12	Friday Our Lady Of Guadalupe (Christian)
15	Monday Bill Of Rights Day
17-24	Wed-Wed Chanukah (Jewish)**
21	Sunday Winter Solstice
25	Thursday Christmas (Western Christian)
26-27	Fri-Thurs Kwanzaa
Jan 1, 2015	
29	Monday Wounded Knee Day

****Bahá'í, Jewish, and Islamic holidays begin at sundown the previous day and end at sundown on the date listed.**

OBSERVANCES

ADA (AMERICANS WITH DISABILITIES ACT) DAY Commemorates the 1990 signing of the Americans with Disabilities Act, which guarantees equal opportunity for people with disabilities.

ADVENT – (Christian) Advent is a season of spiritual preparation in observance of the birth of Jesus. In Western Christianity, it starts on the fourth Sunday before Christmas. In Eastern Christianity, the season is longer and begins in the middle of November.

ALL SAINTS DAY – (Eastern Christian) In Orthodox churches observed on the first Sunday after Pentecost, it commemorates all known and unknown Christian saints.

ALL SAINTS' DAY – (Western Christian) Commemorates all known and unknown Christian saints.

ALL SOULS' DAY – (Christian) Commemoration of all faithful Christians who are now dead. In Mexican tradition it is celebrated as Día de los Muertos between October 31 and November 2, and is an occasion to remember dead ancestors and celebrate the continuity of life.

ANNE FRANK DAY – Birthday of young Jewish girl whose diary describes her family's experiences hiding from the Nazis through assistance of gentle friends.

ARMENIAN MARTYRS' DAY Memorializes the extermination of some 1.5 million Armenians between 1915 and 1923 in Turkey.

ASCENSION DAY – (Christian) Celebrated 40 days after Pascha, it commemorates the ascension of Jesus into Heaven.

ASCENSION OF BAHÁ'U'LLÁH (Bahá'í) Observance of the anniversary of the death in exile of Bahá' u'lláh, the prophet-founder of the Bahá'í Faith.

ASH WEDNESDAY – (Western Christian) The first day of Lent for Western Christian churches, a 40-day period of spiritual preparation for Easter, not counting Sundays.

ASHURA – (Islamic) A day of fasting observed on the 10th day of the month of Muharram to celebrate Moses' exodus from Egypt. For Shi'a Muslims, it also marks the climax of the ten-day Remembrance of Muharram, which mourns the martyrdom of Hussein at the Battle of Kerbala in 680 CE.

ASIAN PACIFIC AMERICAN HERITAGE MONTH – Recognizes the contributions and celebrates the culture of Asians and Pacific Islanders in the United States.

AUTUMNAL EQUINOX – The date when night and day are nearly of the same length. It marks the first day of fall.

AYYÁM-I-HA OR INTERCALARY DAYS – (Bahá'í) The Ayyám-i-ha, or "Days of Ha" are devoted to spiritual preparation for the fast, celebrating, hospitality, charity and gift giving. They are celebrated the four days, five in leap year, before the last month of the Bahá'í year.

BILL OF RIGHTS DAY – Commemorates the signing into law of the ten original amendments of the United States Constitution in 1791.

BIRTH OF BAHÁ'U'LLÁH (Bahá'í) Observance of the anniversary of the birth in 1817 of Bahá' u'lláh, prophet-founder of the Bahá'í Faith, in Núr, Persia.

BIRTH OF THE BÁB – (Bahá'í) Bahá'í observance of the anniversary of the birth in 1819 of Siyyid, "the Báb," the prophet-herald of the Bahá'í Faith, in Shiráz, Persia.

BLACK HISTORY MONTH Celebrates Black History and African American culture in the United States.

BODHI DAY – (Buddhist) Also known as Rohatsu, it observes the spiritual awakening (bodhi) of founder Siddhartha Gautama, the Buddha, ca. 596 BCE. Celebrated on the eighth day either of December or the 12th month of the lunar calendar.

BUDDHA DAY – (Buddhist) Also known as Vesak or Visakha Puja, it marks the occasion of the birth, spiritual awakening and death of the historical Buddha

CESAR CHAVEZ DAY – Honors Mexican American farm worker, labor leader and activist Cesar Chavez (1927–1993) who was a nationally respected voice for social justice.

CHANUKAH – (Jewish) Eight-day "Festival of Lights", celebrating the rededication of the Temple to the service of God in 164 BCE. Commemorates the victory of the Maccabees over the Greek King, Antiochus, who sought to suppress freedom of worship.

CHRISTMAS – (Armenian Orthodox Christian) Armenian Christians celebrate the birth of Jesus on Epiphany, except for Armenians living in Israel, who celebrate Christmas on January 19th.

CHRISTMAS – (Eastern Christian) Most Orthodox churches celebrate Christmas 13 days later than other Christian churches based on their use of the Julian rather than the Gregorian version of the Western calendar.

CHRISTMAS – (Western Christian) Commemorates the birth of Jesus.

CINCO DE MAYO – In 1862 Mexican forces defeated French occupational forces in the Battle of Puebla.

CLEAN MONDAY – (Eastern Christian) The beginning of Great Lent for Eastern Christian churches, which starts 40 days before Orthodox Easter (Pascha), counting Sundays.

COLUMBUS DAY – Marks Christopher Columbus's landing at San Salvador on October 12, 1492. Known as Día de la Raza, "Day of the Race", in Spanish-speaking countries and communities.

COMING OUT DAY – Encourages honesty and openness about being lesbian, gay, bisexual or transgender. Commemorates October 11, 1987, when 500,000 people marched on Washington, DC, for gay and lesbian equality.

CONSTITUTION DAY AND CITIZENSHIP DAY – Commemorates the ratification of the United States Constitution in 1787. Also honors all who have become U.S. citizens.

DASSERA – (Hindu) Anniversary of the day when Rama killed the evil demon Ravana. Also known as Durga Puja, which celebrates the goddess Durga.

DAY OF SILENCE – Students take a day-long vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment.

DAY OF THE COVENANT (Bahá'í) Festival observed to commemorate Bahá' u'lláh's appointment of his son, 'Abdu'l-Bahá as the Center of His Covenant.

DECLARATION OF THE BÁB (Bahá'í) Commemoration of May 23, 1844, when the Báb, the prophet-herald of the Bahá'í Faith, announced in Shiráz, Persia, that he was the herald of a new messenger of God.

DHARMA DAY – (Buddhist) Also known as Asala Puja, it commemorates the historical Buddha's first discourse following his spiritual awakening.

DIWALI – (Hindu) Also called Deepavali, "Festival of Lights", it celebrates the victory of good over evil, light over darkness, and knowledge over ignorance.

DR. MARTIN LUTHER KING JR.'S BIRTHDAY – The birthday of civil rights activist Dr. Martin Luther King, Jr. is celebrated on the third Monday in January.

EASTER – (Western Christian) Celebrates the resurrection of Jesus. Known as Pascha in Eastern Christianity.

EID AL-ADHA – (Islamic) The "Feast of Sacrifice" concludes the Hajj (pilgrimage to Mecca), and is a three-day festival recalling Ibrahim's willingness to sacrifice his son in obedience to God.

EID AL-FITR – (Islamic) The "Feast of the Breaking of the Fast" marks the end of Ramadan, the holy month of fasting from dawn until dusk.

ELECTION DAY – A day set by U.S. law for the election of public officials.

EPIPHANY – (Christian) Known as Theophany in Eastern Christianity, it celebrates the manifestation of Jesus as Christ. In addition, the Western Church associates Epiphany with the journey of the Magi to the infant Jesus, and the Eastern Church with the baptism of Jesus by John.

FATHER'S DAY – Children of all ages show appreciation for their fathers.

FESTIVAL OF RIDVÁN – (Bahá'í) Annual festival commemorating the 12 days when Bahá' u'lláh, the prophet-founder of the Bahá'í Faith, resided in a garden called Ridván (Paradise) and publicly proclaimed His mission as God's messenger for this age.

FLAG DAY – Anniversary of the adoption of the United States flag by Congress in 1777.

GANESH CHATURTHI – (Hindu) Celebrates the birthday of Ganesha, the elephant-deity.

GOOD FRIDAY – (Western Christian) Observed the Friday before Easter, it commemorates the Crucifixion of Jesus. Known as Holy Friday in Eastern Christianity.

HALLOWEEN – The eve of All Saints' Day.

HOLI – (Hindu) Also called Holaka or Phagwa, this festival celebrates spring and commemorates various events in Hindu mythology.

HOLY FRIDAY – (Eastern Christian) Observed the Friday before Pascha, it commemorates the Crucifixion of Jesus. Known as Good Friday in Western Christianity.

HOLY THURSDAY – (Eastern Christian) Celebrated on the Thursday before Pascha commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion.

HOLY THURSDAY – (Western Christian) Also known as Maundy Thursday, it is celebrated on the Thursday before Easter commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion.

HUMAN RIGHTS DAY – On this day in 1948 the United Nations General Assembly adopted the Universal Declaration of Human Rights.

INDEPENDENCE DAY – Anniversary of the United States Declaration of Independence in 1776.

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION – Call to action to eliminate all forms of racial discrimination worldwide.

INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY Call to action for the eradication of poverty and destitution worldwide.

INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE AND ITS ABOLITION Memorializes the tragedy of the transatlantic slave trade, coinciding with the anniversary of the uprising in Santo Domingo (today Haiti and the Dominican Republic) that initiated its abolition.

INTERNATIONAL DAY FOR TOLERANCE – Emphasizes the dangers of intolerance and is a call to action for the advancement of human welfare, freedom and progress everywhere, as well as a day to encourage tolerance, respect, dialogue and cooperation among different cultures and peoples.

INTERNATIONAL DAY OF DISABLED PERSONS – Raises awareness about persons with disabilities in order to improve their lives and provide them with equal opportunity.

INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES Celebrates the richness of indigenous cultures and recognizes the challenges indigenous peoples face today, ranging from poverty and disease to dispossession, discrimination and denial of basic human rights.

INTERNATIONAL LITERACY DAY Call to action for universal literacy.

INTERNATIONAL WOMEN'S DAY
Celebration of the economic, political and social achievements of women worldwide.

INTERNATIONAL WORKER'S DAY
Also known as May Day, it celebrates the social and economic achievements of workers worldwide. The day commemorates the Haymarket Riot of 1886 in Chicago, in which police and protesters clashed following a workers' strike for an eight-hour work day.

INTERNATIONAL YOUTH DAY
Celebrates young people and the integral role they play in helping to create a world fit for children.

JUNETEENTH – Originally commemorating the announcement of the abolition of slavery in Texas in 1865, it is now celebrated throughout the U.S. to honor African-American freedom and achievement.

KRISHNA JAYANTI – (Hindu) Celebrates Krishna's birthday, Vishnu's eighth incarnation on earth.

KRISTALLNACHT – Commemorates the 1938 pogrom against Jews throughout Germany and Vienna.

KWANZAA – A seven-day celebration honoring African-American heritage and its continued vitality. "Kwanzaa" means "first fruits (of the harvest)" in Swahili.

LABOR DAY – Celebrated the first Monday in September in recognition of U.S. workers.

LAG B'OMER – (Jewish) Celebrates the end of a divine-sent plague and/or Roman occupation during Rabbi Akiva's lifetime (died c. 135 CE).

LAILA AL-QADR – (Islamic) "The Night of Power" marks the night in which God first revealed the Qur'an to the Prophet Muhammad. Often fixed as the 27th day of the Islamic month of Ramadan, Sunnis may also observe it on the 21th, 23rd, 25th or 29th. Shi'ites observe it on the 19th, 21st or 23rd of Ramadan.

LGBT HISTORY MONTH – Marks and celebrates the lives and achievements of lesbian, gay, bisexual and transgender people in the United States.

LGBT PRIDE MONTH
Commemorates the anniversary of the June 28, 1969 Stonewall riot in New York City, the incident that initiated the modern gay rights movement in the United States. LGBT (lesbian, gay, bisexual and transgender) Pride Day is the last Sunday in June.

LOVING DAY – Observes the anniversary of the 1967 United States Supreme Court decision *Loving v. Virginia* which struck down the miscegenation laws remaining in 16 states barring interracial marriage.

LUNAR NEW YEAR – On this day Chinese, Korean and Vietnamese New Year are celebrated.

MAGHA PUJA – (Buddhist) Also known as Sangha Day, it commemorates the spontaneous assembly of 1,250 arahants, completely enlightened monks, in Buddha's presence.

MAHA SHIVARATRI – (Hindu) Also called Shiva Ratri, it is the Great Festival of Shiva.

MAHAYANA NEW YEAR
(Buddhist) In Mahayana countries, the New Year starts on the first full moon day in January.

MAKAR SANKRANTI – (Hindu) Seasonal celebration recognizing the increasing length of days.

MARTYRDOM OF THE BĀB
(Bahá'í) Observance of the anniversary of the execution by a firing squad in Tabriz, Persia, of the 30-year-old Siyyid 'Ali-Muhammad, the Báb, the prophet-herald of the Bahá'í Faith.

MEMORIAL DAY – Initiated originally to honor the dead of the Civil War, this observance now pays homage to the dead of all U.S. wars.

MILAD AL-NABI – (Islamic) Celebrates the birthday of the Prophet Muhammad, founder of Islam. Shi'a Muslims celebrate it five days later than Sunni Muslims.

MOTHER'S DAY – Children of all ages show appreciation for their mothers.

MUHARRAM – (Islamic) The month of Muharram marks the beginning of the Islamic liturgical year. The first day of the month, al-Hijra, remembers the migration of Muhammad and his followers from Mecca to Medina in 622 CE. It also marks the beginning of the ten-day Shi'ite Remembrance of Muharram, a period of intense grief and mourning of the martyrdom of Hussein, the son of Ali and grandson of Muhammad.

NATIONAL AMERICAN INDIAN HERITAGE MONTH – Celebrates and honors the history and culture of Native Americans in the United States.

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH – Recognizes the contributions of workers with disabilities.

NATIONAL FREEDOM DAY
Commemorates the signing of the 13th Amendment, which abolished slavery in 1865.

NATIONAL HISPANIC HERITAGE MONTH – Celebrates the contributions, heritage and culture of Hispanic and Latino Americans.

NATIONAL WOMEN'S HISTORY MONTH – Honors women as significant agents of historical change.

NATIVE AMERICAN DAY
Celebrates Native American history and culture.

NAVARATRI – (Hindu) Nine-day festival celebrating the triumph of good over evil. It worships God in the form of the universal mother commonly referred to as Durga, Devi or Shakti, and marks the start of fall.

NOWRÚZ – (Zoroastrian) A traditional ancient Iranian festival celebrating the first day of Spring and the Iranian New Year. Also celebrated as New Year's Day in Baha'i tradition (Naw-rúz).

NEW YEAR'S DAY – The first day of the year in the Gregorian calendar, commonly used for civil dating purposes.

NINETEEN DAY FAST – (Bahá'í) Bahá'ís between 15 and 70 years of age do not eat or drink from sunrise to sunset and set aside time for prayer and meditation.

NIRVANA DAY – (Buddhist) Celebrates the day when the historical Buddha achieved Parinirvana, or complete Nirvana, upon the death of his physical body. Sometimes celebrated on February 8.

NIŠF SHABAAN – (Islamic) "Night of Repentance" in preparation for the fast of Ramadan. Fixed as the 15th day or middle (nišf) of the eighth month of Shabaan in the Islamic calendar.

NO NAME-CALLING WEEK
Annual week of educational activities aimed at ending name-calling and bullying of all kinds.

OBON – Also known as BON, the Japanese Buddhist festival honors the spirit of past ancestors.

OUR LADY OF GUADALUPE
(Christian) Celebrates the apparition of the Blessed Virgin Mary (by her title, Our Lady of Guadalupe, the Patroness of Mexico and the Americas) before Juan Diego, an indigenous convert to Roman Catholicism, on the Mexican hill of Tepeyac in 1531.

PALM SUNDAY – (Eastern Christian) Observed the Sunday before Pascha to commemorate the entry of Jesus into Jerusalem.

PALM SUNDAY – (Western Christian) Observed the Sunday before Easter to commemorate the entry of Jesus into Jerusalem.

PASCHA – (Eastern Christian) Celebrates the resurrection of Jesus. Known as Easter in Western Christianity.

PASSOVER/PESACH – (Jewish) The eight-day "Feast of Unleavened Bread" celebrates Israel's deliverance from Egyptian bondage.

PENTECOST – (Eastern Christian) The seventh Sunday after Pascha commemorates the descent of the Holy Spirit upon the Apostles and women followers of Jesus. Marks the birth of the Christian Church.

PENTECOST – (Western Christian) Also known as Whitsunday, the seventh Sunday after Easter commemorates the descent of the Holy Spirit upon the Apostles and women followers of Jesus. Marks the birth of the Christian Church.

PRESIDENTS' DAY – Honors all past presidents of the United States of America.

PURIM – (Jewish) The "Feast of Lots" marks the salvation of the Jews of ancient Persia from extermination.

RACE RELATIONS DAY - Created in 1922 by the National Council of Churches in recognition of the importance of interracial relations and learning.

RACE UNITY DAY - (Bahá'í) Observance promoting racial harmony and understanding and the essential unity of humanity

RAKSHA BANDHAN – (Hindu) Also called Rakhi, this festival celebrates the protective relationship between brothers and their sisters.

RAMADAN – (Islamic) A month of strict fasting from dawn until dusk in honor of the first revelations of the Qur'an to the Prophet Muhammad.

RAMA NAVAMI – (Hindu) Celebrates the birthday of Rama, king of ancient India, hero of the epic Ramayana, and seventh incarnation of Vishnu.

REFORMATION DAY – (Christian) Commemorates the beginning of the Protestant Reformation in 1517.

ROSH HASHANAH – (Jewish) Beginning of the Jewish New Year and first of the High Holy Days, which marks the beginning of a ten-day period of penitence and spiritual renewal.

SHAVUOT – (Jewish) The "Feast of Weeks" celebrates the covenant established at Sinai between God and Israel, and the revelation of the Ten Commandments.

SHEMINI ATZERET – (Jewish) "The Eighth (Day) of Assembly" is observed on the day immediately following Sukkot.

SHROVE TUESDAY – (Western Christian) A day of penitence as well as the last chance to feast before Lent begins. Also known as Mardi Gras.

SIMCHAT TORAH – (Jewish) "Rejoicing in the Torah" celebrates the conclusion of the public reading of the Pentateuch and its beginning anew.

ST. PATRICK'S DAY – (Christian) Feast day of the patron saint of Ireland. In the U.S., a secular version is celebrated by people of all faiths through appreciation of all things Irish.

SUKKOT – (Jewish) The week-long "Feast of Booths" commemorates the 40-year wandering of the Israelites in the desert on the way to the Promised Land.

SUMMER SOLSTICE – In the northern hemisphere, the longest day of the year. It marks the first day of the season of summer.

SUSAN B. ANTHONY DAY
Birthday of Susan B. Anthony (1820-1906), a pioneer in the Women's Rights Movement.

TEMPLE DAY – (Buddhist) Many Buddhists of all traditions pay their respects and pray for good fortune for the new year at the temple.

THANKSGIVING DAY – Following a 19th century tradition, it commemorates the Pilgrims' harvest feast in the autumn of 1621.

THERAVADA NEW YEAR
(Buddhist) In Theravada countries, the New Year is celebrated on the first full moon day in April.

TISHA B'AV – (Jewish) Mourning of the destruction of the First and Second Temples in Jerusalem in 586 BCE and 70 CE.

TU B'SHVAT – (Jewish) New Year's Day for Trees, and traditionally the first of the year for tithing fruit of trees. Now a day for environmental awareness and action, such as tree planting.

ULAMBANA – (Buddhist) Buddhist Ghost Festival. The unsettled spirits of dead ancestors are calmed with chanting and offerings to enable them to pass peacefully into the next world.

UNITED NATIONS HOLOCAUST MEMORIAL DAY – Annual International Day of Commemoration in memory of the victims of the Holocaust coinciding with the anniversary of the liberation of the Auschwitz death camp in 1945.

UNITED NATIONS DAY
Commemorates the founding of the world organization in 1945.

VALENTINE'S DAY – Celebrates the idea of romantic love.

VERNAL EQUINOX – The date when night and day are nearly the same length. It marks the first day of the season of spring.

VETERANS' DAY – Honors the U. S. Armed Services and commemorates the war dead.

WINTER SOLSTICE – In the northern hemisphere, the shortest day of the year. It marks the first day of the season of winter.

WORLD AIDS DAY – International day of action on HIV and AIDS.

WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT – Recognizes cultural diversity as a source of innovation, exchange and creativity, as well as the obligation to create a more peaceful and equitable society based on mutual respect.

WORLD PRESS FREEDOM DAY
Serves as an occasion to inform the public of violations of the right to freedom of expression and as a reminder that many journalists brave death or jail to bring people their daily news.

WORLD REFUGEE DAY – Raises awareness about the plight of refugees and displaced persons.

WORLD RELIGION DAY – (Bahá'í) Observance to proclaim the oneness of religion and the belief that world religion will unify the peoples of the earth.

WOUNDED KNEE DAY – On December 29, 1890 more than 200 Lakota Sioux were massacred by U.S. troops at Wounded Knee in South Dakota.

YOM HASHOAH – (Jewish) "Holocaust Remembrance Day" memorializes the heroic martyrdom of six million Jews who perished in the Nazi Holocaust.

YOM KIPPUR – (Jewish) The "Day of Atonement" marks the end of the Ten Days of Penitence that begin with Rosh HaShanah.

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