

Respect for All

kindness over bullies

Implementation Guide

A Yearlong Guide to Sustaining Antibullying Work



One-Year Schoolwide Implementation Plan:

Launch the Year with Visibility

- ☐ Host a schoolwide kickoff event
- ☐ Introduce the school to your Respect for All Liaison
- ☐ Take the Respect & Accountability Pledge (students + staff)
- ☐ Display RFA posters in high-traffic areas (hallways, restrooms, cafeteria, classrooms)
- ☐ Create a “Pledge Wall” with signed pledges, affirmations, or student art
- ☐ Adopting a Specific SEL Curriculum inclusive of family facing activities

Maintain Clear Visual Messaging Year-Round

- ☐ Refresh posters throughout the year with current primary RFA Liaisons name and location
- ☐ Update bulletin boards monthly (student-led or advisory)
- ☐ Align visuals with monthly themes: National Bullying Prevention Month (Oct), Respect for All Week (Feb), Cultural Heritage Months, Pride Month, Other school events/celebrations

Set Weekly & Monthly Messaging Routines

- ☐ Weekly :“Upstander of the Week” shout-outs, Quotes on kindness/courage
- ☐ Monthly: Morning Meetings, Advisory, or Homeroom or circle discussions on bullying

Prepare for Respect for All Week (Week prior to February Break)

- ☐ Plan a Week of Celebrations based on the themes of Respect for All Week
- ☐ Collaborate with other schools within your district, reach out to your Superintendents team for partnerships
- ☐ Include Student work and presentations to showcase school-wide anti bullying work
- ☐ Invite families to participate in the celebration

Empower Student Leadership

- ☐ Form a *Kindness over Bullies* Student Leadership Team (grades 6–12)
- ☐ Involve students in: Event planning, Visual/media creation, PSA announcements/videos
- ☐ Conduct midyear & end-of-year student safety surveys

Engage and Recognize Staff

- ☐ Celebrate your RFA Liaison
- ☐ Share early-year talking points for all staff
- ☐ Send monthly staff updates

Close the Year with Reflection

- ☐ Host a culminating celebration
- ☐ Recognize students & staff (certificates, showcases, reflection circles)
- ☐ Reflect/Consider what went well and how the program can be augmented next year

Selecting your Respect For All Liaison

The Respect for All Liaison is responsible for supporting a safe, inclusive school environment by addressing student-to-student incidents of discrimination, harassment, intimidation, and bullying under Chancellor's Regulation A-832. Choosing the correct individuals who have a clear passion for fostering a positive school climate, addressing bullying, and promoting inclusivity should be considered. The RFA liaison must be a licensed administrator, supervisor, teacher, guidance counselor, school psychologist, or social worker who works at the school full-time.

What should I look for in Respect for All Liaison

The liaison should be approachable, empathetic, and possess excellent communication and collaboration skills to effectively work with students, staff, and families. The individual should be widely respected by students, staff, and families and be seen as a trustworthy point of contact. Ensure the chosen liaison is provided with adequate training, resources, and administrative support to effectively lead in this role. The RFA Liaison should be given time in their day to support antibullying work and students.

What does the Respect for All Liaison do?

Choosing the correct RFA Liaison is crucial for the success of anti-bullying work at your school and the Kindness over Bullies campaign. The liaison receives verbal and written reports from staff, ensures timely notification to the principal or designee, and supports accurate documentation of incidents in the Online Occurrence Reporting System (OORS). They serve as a resource for students and staff, help communicate reporting procedures, and ensure visibility by having their contact information posted on school materials and websites. The liaison must complete annual DOE-mandated training and assist in promoting awareness of students' rights and the Respect for All policy across the school community. RFA Liaison information is publically available to families and students. Checking NYCPS Outlook email regularly is a necessary function of this role. For larger schools there should be additional RFA Liaisons selected in the Consolidated Plan.

The Importance of a Kickoff Event

A kickoff is an opportunity to highlight what defines your anti-bullying efforts and what it means for students to be an upstander. Through role-plays, testimonials, or creative student-led presentations, the event makes these behaviors visible, celebrated, and attainable. Events that gather students across classrooms or grades help build a sense of belonging. This is critical to reducing isolation—the root of much bullying behavior. A powerful launch signals: *You are not alone. We have each other's backs.*

When and where should we hold the kickoff?

At the beginning of the school year, set the tone early and establish a foundation of respect, kindness, and collective responsibility. This will allow staff to reference the event going forward and remind students of these ideals throughout the school year. Ideally, hold your event in a space large enough to gather all students—such as an auditorium, gymnasium, or cafeteria. Don't have a large space? Get creative! Consider: Staggered assemblies by grade, Outdoor gatherings, Virtual kickoffs streamed into classrooms. Campus based schools might consider pooling resources to have a kick off event inclusive of all of the schools within the building, if possible.

What should we include in the event?

Introduce the school to their Respect for All Liaison, clearly explain how and where students can report bullying, and normalize upstander behaviors. Use visuals or handouts that students can keep or refer back to. Include student-led presentations, skits, or role-plays on standing up for others, personal stories or testimonials about kindness and upstanding. Educate students on the difference between conflict and bullying.

The Student Pledge

Completing a pledge invites students to reflect on their own actions, attitudes, and roles in creating a safe school environment. It moves them from passive participants to active contributors. When the whole school community participates in a shared pledge, it helps create a united front against bullying. This pledge gives educators something to refer back to if students' actions challenge these norms.

Distribute the pledge in classrooms or advisory after the kickoff event. Have students read the pledge, list who the Respect for All Liaison is in your school, where they can be found in the building, and sign.

K-5 School Pledge	Middle School Pledge	High School Pledge
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*Prior to the Pledge, share out the [Staff Letter Pledge Announcement](#) to all school staff

Engaging Families

Introduce families to your schools Respect for All Liaison as a resource on how to report incidents of bullying and bias based harassment. Provide a dedicated section on your school websites with Kindness over Bullies and Anti Bullying resources. Link information from the [Respect for All Family Facing Website](#) on reporting procedures for bullying and where families can find help can be found.

Inform parents of the Campaign by using this template to engage and inform parents of your schools participation in Kindness over Bullies: [Kindness over Bullies Family Letter](#)

Empowering Student Representatives

Student representatives are vital for an authentic and impactful initiative. By giving students leadership roles, we empower them to shape a positive school culture and advocate for their peers. Student reps should join committees that focus on restorative practices, safety and antibullying; collaborating on planning and activities. Student voice offers crucial insights into the student experience to ensure relevance. Peer Mediation protocols should be put in place to support this work.

How can I involve my students in Kindness over Bullies

Inviting students to sit on committees is a great way to have their voice heard in this work. Lead student-initiated projects promoting kindness and inclusion. Help collect student input to keep the initiative responsive. These projects create and deliver messages through various school channels. Assist in planning and promoting these activities. Equip representatives with leadership, communication, and program knowledge. Offer consistent support and meeting opportunities. Acknowledge and celebrate their important contributions.

Hanging RFA Posters

Every school must designate a primary RFA Liaison as a point person to receive reports of bullying and/ or harassment. It is vitally important that students, and staff, know who this staff member is at their school so that they know who to go to in the event that they experience or witness bullying. One way schools can ensure their primary RFA Liaison is known throughout the school community is by making sure this information is on the required RFA posters posted conspicuously throughout the school.

Where are the best places to hang our posters?

Main lobby: Schools' Respect For All posters should be visible to both students and families. The main lobby/ entryway establishes the first impression for students and families coming into the building and should create a safe and welcoming environment..

Outside Main Office: The main office at many schools serves as the hub of the school. It is often the destination for students, families, and visitors. This is a great place to display Respect For All posters as foot traffic ensures the posters will be seen by all.

On every Floor At a minimum, there should be a Respect For All poster on every floor of the school building. This is so that students across grade levels regularly see this information.

In Every Classroom: Students spend the majority of the school day in a classroom. It is crucial that these classrooms are inviting, safe spaces. All classrooms are great places for teachers to display Respect For All posters.

Respect for All Guidelines to Follow:

Schools must ensure, and confirm in their school's **Consolidated School and Youth Development Plan by October 31st of each year**, the following:

- ☐ The name and DOE Outlook email address of their school's Primary RFA Liaison and any additional liaisons.
- ☐ Each school must annually distribute to all school staff, parents, and students the written material prepared by OSYD highlighting the policies and procedures.
- ☐ That all students have been provided with the information and training on Respect for All A-832 available through the [InfoHub](#).
- ☐ That staff members, including non-instructional staff, have been provided with the information and training [Respect for All: Making Schools Safe and Supportive for All Students](#).
- ☐ That a Respect for All Plan, a plan for preventing and addressing bias, harassment, intimidation, and/or bullying and embedded within the school's Consolidated School and Youth Development Plan, is complete.

Schools must ensure that Respect for All, 'Check and Respect', and LGBTQ Support posters are printed out and posted throughout the school in locations deemed highly visible to students, parents and staff.

All staff must be aware that should they witness student-to-student discrimination, harassment, intimidation and/or bullying or receive knowledge of such behavior they are required to promptly report it to the RFA liaison or principal/designee within one school day.

Schools can always reach out to RespectforAll@schools.nyc.gov for any and all questions pertaining to Respect for All.

For Questions implementing Kindness over bullies please email: Director or Youth Support Services David Barone at Dbarone5@schools.nyc.gov