

# HOW TO CHALLENGE DISCRIMINATION

## INTERRUPT

THAT OFFENDS ME.  
I DON'T FIND THAT FUNNY.  
I'M SURPRISED TO HEAR YOU SAY THAT.  
THOSE AREN'T OUR VALUES.  
I NEED TO TELL YOU THAT YOUR COMMENT WASN'T OKAY.

## QUESTION

WHAT DO YOU MEAN BY THAT?  
WHY WOULD YOU SAY THAT?  
WHAT POINT ARE YOU TRYING TO MAKE BY SAYING THAT?  
I DON'T FIND THAT FUNNY. TELL ME WHY THAT'S FUNNY TO YOU?

## EDUCATE

IT'S NOT ALWAYS INTENTIONAL.  
SOMETIMES IT'S IGNORANCE.  
YOU CAN OFFER BACKGROUND AND CONTEXT TO EDUCATE.  
EG: DO YOU KNOW THE HISTORY OF THAT WORD?

## ECHO

ONE PERSON'S VOICE IS A POWERFUL START. MANY VOICES TOGETHER CREATE CHANGE. TRY SAYING: "THANKS FOR SPEAKING UP. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT."

## REPHRASE

'DID YOU MEAN ....'  
TURN BACK THE DIFFICULT THING THEY'VE SAID TO MAKE THEM THINK AGAIN.

IF YOU DON'T FEEL CONFIDENT ENOUGH TO DIRECTLY CHALLENGE THEN REPORT IT!  
THE AHS REPORT A CONCERN FORM IS ON THE STUDENT HOMEPAGE

AHS STANDS UP TO DISCRIMINATION