

[ It stops on **Day 1.** ]

**#Day1**



## Welcome to **#Day1** Workplace

The simple, effective and empowering intervention to prevent bullying before it begins. **#Day1** is simple. Just follow the three steps below

**1**

On the first day of work, **read the Declaration** (attached). It takes about 2 minutes. Consider practicing it a few times. Feel free to post it in your office!

**2**

**Copy & disseminate the Upstander Pledge** (attached). Ask folks to really think about it, sign it and send them all back to us at 104 West 29th St 4th Floor, NY NY 10001 or scan and send to [day1@tylerclementi.org](mailto:day1@tylerclementi.org)

**3**

Within seven days of reading the declaration and distributing the pledge, **share with us** and the #Day1 community how it worked, and how you felt participating! [Day1@TylerClementi.org](mailto:Day1@TylerClementi.org) or #Day1 or @TylerClementi


[www.day1campaign.com](http://www.day1campaign.com)

**#Day1**

Stop  
Bullying  
Today

 [TheTylerClementiFoundation](https://www.facebook.com/TheTylerClementiFoundation)

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# #Day1 Declaration

Below is a sample workplace declaration that you can use in your organization, or work team to share your expectations around the type of environment that is expected. The key is to customize it using your internal language making it 'real' or authentic for your new hires or employees.

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At (insert workplace), we are committed to an environment that is supportive of our mission as well as those who help us see it through. An environment that is safe and respectful for all people employees, customers, and guests who we interact with virtually or within one of our facilities.

Our culture is built on dignity and respect. In order to fully live out that preservation of our culture, employee safety whether it be physical, mental, and emotional is the number one priority.

(Insert a quick authentic personal story about how you may have said something that hurt someone's feelings, intentionally or unintentionally, and the consequences or what you learned from that experience). [Adapt to your organizational culture/values]

We ask that you demonstrate intellectual curiosity, self-awareness, respect, restraint, and self-control. With every comment online or in-person, these actions could be damaging to someone's feelings of safety and inclusiveness. It also affects everyone else in the workplace and thus affects everyone's ability to focus on their work. This is not acceptable.

Any act of harassment, humiliation or bullying against another person, superior, subordinate, or peer, online or in person, is against our values. Specifically, (insert your Employee Handbook discrimination statement to be consistent with your existing policies) harassment based on race, ethnicity, nationality, gender expression, sexual orientation, body shape or size, or physical, mental or learning ability, financial position, religion or lack of religion, or political beliefs is taken very seriously here. We will not tolerate bullying, harassment or humiliation of any kind.

It is every single person's responsibility to ensure this place continues to be a safe and welcoming environment for all persons.

In this workplace we expect you to do your best to demonstrate respect, intellectual curiosity, empathy and kindness to everyone. If you see someone doing harm to another person, do something: report it. If you feel safe, try to stop it. Joining in or doing nothing is not being respectful or kind. If you feel like going the extra step, approach the person who was targeted with a kind word or gesture. You might just have a huge impact on someone's life.

We all make mistakes, so if someone disrespects you, simply say, "That is disrespectful. Please stop."

There are several resources to support you if needed, your manager, any Executive Member, or Human Resources. If someone tells you that something you said or did is hurtful or disrespectful, and you are unsure of how to respond, you too may seek out these resources to better understand how you can hear their concerns. As needed you may need to apologize, and make a commitment to seek help for more information around how others received your actions.

What questions do you have about what we expect? If needed, I'm available one-on-one for additional clarity, concerns or questions after this meeting. [Whatever onboarding agreement you have new employees sign, mention that as foundational here.]

For more information on the research behind #Day1 go to [www.Day1Campaign.com](http://www.Day1Campaign.com)

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# #Day1 Upstander Pledge

When I witness bullying at school, home, work, online, or in my place of worship, **I will choose to be an upstander.** I will intervene or report the abuse, and I will reach out to the bullied person to offer support.

**I will work to make others feel safe and included by showing respect and compassion.** I will not use demeaning language, slurs, gestures or jokes about anyone's sexuality, size, gender, race, ethnicity, any kind of disability, religion, lack of religion, income, politics or other differences... even if they behave that way to me.

I will tell someone who is in a position of authority what I saw and heard and make sure there is follow-up.

If I learn that someone is feeling very isolated, depressed or potentially suicidal I will reach out and tell this person that their life has value, no matter how they feel at the moment and no matter what others say or think. I will support them to the best of my ability and connect them with resources or people who can offer assistance.

NAME

EMAIL

ZIPCODE

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