

**A Professional Development Workshop for: Superintendents, Assistant Superintendents, Principals, Assistant Principals, and anyone associated with school discipline**



Massachusetts Secondary School Administrators' Association

## Investigating Discriminatory Harassment and Bullying *Meeting the Challenge of Disciplinary Hearings and Processes*

**Tuesday, July 26, 2016**

**At the Resort and Conference Center at Hyannis**  
35 Scudder Avenue, Hyannis, MA 02601

**Featuring MSSAA Workshop Trainer**  
**Richard W. Cole, Esq.,**  
Civil Rights and Safe Schools Consultant

This unique workshop is designed for school administrators. The legal requirements and the practical skills and strategies for effectively investigating and responding to complaints and reports of bullying and discriminatory harassment in schools and cyberspace have recently changed. The challenges administrators face in complying with DESE's new discipline regulations as well as federal civil rights legal requirements to protect victim rights in disciplinary hearings have left administrators vulnerable. Participants will actively "investigate" a school incident, based on a case scenario, perform 'mock' investigative interviews, make investigative findings, draft an investigative report and determine the school's response. The workshop includes interactive presentations and demonstrations.

### Participants will learn the skills and strategies for:

- Performing effective investigative interviews;
- Determining when an incident involves bullying or civil rights;
- Making determinations by assessing credibility and using corroborative facts;
- Preparing high-quality investigative reports;
- Determining an appropriate response for the students involved and the school community; and
- Complying with DESE discipline regulations, including for civil rights incidents (e.g., sexual, disability or racial harassment).

**Richard W. Cole** is a nationally known civil rights attorney and former Assistant Attorney General and Civil Rights Division Chief at the Massachusetts Office of Attorney General. As Principal of Cole Civil Rights and Safe Schools Consulting, Richard offers schools technical assistance and training on civil rights, race relations, disability rights, sexual violence, school investigations, and addressing harassment and bullying in schools and cyberspace. Richard developed the Cole Facts System, Roadmap for School Investigations, a comprehensive system of protocols, forms, checklists and guidance manual for investigating and responding to discriminatory harassment. Richard has presented at conferences sponsored by the U.S. Department of Education, U.S. Department of Justice, state education departments and associations, district attorney offices and the National Association of Attorneys General.



### Sign-In/Registration:

8:00 am to 8:30

### Workshop:

8:30 am to 3:00 pm

**Fees:** Member \$220/  
Non-Member \$275

**Early Bird Discount**  
of 10 percent if received  
by June 10, 2016

### Workshop Contact:

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Secondary School  
Administrators'  
Association**  
33 Forge Parkway  
Franklin, MA 02038

**6—10 PD Hours**  
**Safe and Supportive  
Learning Environments**

[Register for this workshop online](#)

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