



MASSACHUSETTS SCHOOL ADMINISTRATORS' ASSOCIATION



An MSAA Professional Development Workshop for: School and District Administrators, Title VI, Title IX and Section 504 Coordinators and other educational professionals who are responsible for preventing, investigating, responding to or disciplining for bullying, cyberbullying or discriminatory harassment

Legally Perilous Practices in Addressing Bullying, Bias-Based Harassment and Student First Amendment Rights



Featuring Presenter:
Atty. Richard W. Cole, Esq.
 Cole Civil Rights and Safe Schools Consulting

Thursday, October 4, 2018
at the MSAA Office, Franklin

Sign-In: 8:00am–8:30am
Workshop: 8:30am–3:00pm

PD Hours: 6
Content Area: *Leadership and Administration*

Fees: Member \$215 / Non-Member \$285

MSAA Contact: pd@msaa.net

This interactive workshop is designed to help educators identify and remedy common practices and systemic deficiencies that significantly increase the risk of civil rights lawsuits, civil damage awards, administrative challenges, and federal and state enforcement actions against schools and school officials. Participants will examine policies and practices that violate federal and state civil rights laws, the First Amendment, state law protections for speech in secondary schools, the state bullying law, and DESE disciplinary regulations. The workshop will identify key legally protective practices.

Learner Objectives:

- Review practices and systemic failings that expose schools and educators to civil liability
- Learn about investigation, response and disciplinary practices that violate constitutional provisions and civil rights laws
- Examine practices that violate First Amendment and state law protections
- Explore protective measures to help avoid civil liability

Attorney Richard W. Cole is principal of Cole Civil Rights and Safe Schools Consulting, in Boston, MA. Richard is a nationally known civil rights attorney and former Assistant Attorney General and Civil Rights Division Chief at the Massachusetts Office of Attorney General. He offers schools technical, investigative and policy assistance and training on civil rights, school climate, race relations, disability rights, and addressing harassment, bullying and hate crimes in schools and cyberspace. He also represents student victims of discriminatory harassment. Richard was National Co-Chair and contributory author of the acclaimed U.S. Department of Education's publication, "Protecting Students from Harassment and Hate Crimes—A Guide for Schools."

[Register online at www.msaa.net](http://www.msaa.net)

LEADERSHIP MATTERS



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