

## RESOURCES: PROTECT YOUR RIGHTS

### • GLAD Answers

Call: (800) 455-GLAD (4523)

Email or Live Chat:

[www.GLADAnswers.org](http://www.GLADAnswers.org)

### • Vermont Human Rights Commission

(800) 416-2010

[robert.appel@state.vt.us](mailto:robert.appel@state.vt.us)

[www.hrc.vermont.gov](http://www.hrc.vermont.gov)

### • Vermont Department of Education

(802) 828-3135

<http://education.vermont.gov/>

### • U.S. Department of Education

**Office for Civil Rights**

(617) 289-0111

[www2.ed.gov/ocr](http://www2.ed.gov/ocr)

## RESOURCES: KNOW MORE ABOUT YOUR RIGHTS

### • The text of the Vermont anti-bullying law:

See <http://glad.org/got-lgbtq-rights>

### • GLAD's Vermont students' rights webpage:

<http://bit.ly/vtstudentrights>

### • GLAD's webpage on student rights:

<http://bit.ly/gladstudentrights>

## RESOURCES: LOCAL LGBTQ YOUTH GROUPS

### • Outright Vermont

(802) 865-9677 [info@outrightvt.org](mailto:info@outrightvt.org)

[www.outrightvt.org/wordpress](http://www.outrightvt.org/wordpress)

### • PFLAG

Burlington/Champlain Valley Chapter

(802) 863-4285 [venner@burlingtontelecom.net](mailto:venner@burlingtontelecom.net)

White River Junction Chapter

(802) 295-7064

### • Youth Catalytics

(802) 425-3006

[www.youthcatalytics.org](http://www.youthcatalytics.org)

## OTHER RESOURCES YOU CAN USE

### • R.U. 1.2? Community Center

(802) 860-7812 [thecenter@ru12.org](mailto:thecenter@ru12.org)

[www.ru12.org](http://www.ru12.org)

### • Vermont Department of Health, Services for People Living with HIV/AIDS

AIDS Hotline: (800) 882-2437

General: (802) 863-7245

Toll-free in-state: (800) 464-4343

<http://bit.ly/vthealthdeptaids>

### • Vermont Department of Health, Office of Minority Health

(802) 863-7288 [minority.health@ahs.state.vt.us](mailto:minority.health@ahs.state.vt.us)

<http://bit.ly/vthealthdeptminority>

### • Vermont Network Against Domestic Violence and Sexual Assault

(802) 223-1302 [www.vtnetwork.org](http://www.vtnetwork.org)

### • The Trevor Project

(802) 828-3824

Crisis/Support Line: (866) 488-7386

[www.thetrevorproject.org](http://www.thetrevorproject.org)

If your school doesn't take you seriously, if you find that any of your rights are not being respected, or if you have *any* legal questions, **contact GLAD Answers by email anytime at: [www.GLADAnswers.org](http://www.GLADAnswers.org)**

**Or work one-on-one with a trained volunteer Monday-Friday, 1:30-4:30 p.m.**

### • Either by live chat:

[www.GLADAnswers.org](http://www.GLADAnswers.org)

### • Or by phone: (800) 455-GLAD (4523)

GLAD Answers is free and confidential and can provide you with additional information about your rights — and resources that can help you fight for them.

V E R M O N T



**Want to Know Your Rights As an LGBTQ Student?**

**GLAD's Got Your Back.**

Knowing Your Rights is the First Step to Empowering Yourself.



30 Winter Street, Suite 800, Boston, MA 02108  
(617) 426-1350 • (800) 455-GLAD • [gladlaw@glad.org](mailto:gladlaw@glad.org)

### All Public and Some Private School Students Have the Right:

- To be safe in school without being discriminated against because of your sex, sexual orientation, gender identity or expression or HIV status, **bullied** by other students, or **harassed** by students, teachers or staff.
- Form a Gay/Straight Alliance (GSA) that gets treated the same as every other non-curricular group. This means equal funding, access to facilities, and the ability to choose your group's name.

### All Public School Students Also Have the Right:

- To access information about LGBTQ subjects, including educational websites.
- To free speech and expression, including the right to express ideas respectfully that may offend others, and to disagree with others.
- To dress and present yourself in a manner consistent with your gender identity.

### Bullying is defined as:

An act (including an electronic one) directed against a student by another student or group of students that:

- (1) is repeated over time;
- (2) is intended to ridicule, humiliate or intimidate; and
- (3) substantially interferes with a student's right to a safe education regardless of whether it happens on or off school grounds.

### Harassment is defined as:

Verbal, written, visual or physical conduct (including by electronic means) motivated by a student's or student's family member's actual or perceived race, creed, color, national origin, marital status, sex, **sexual orientation, gender identity** or disability (which includes **HIV status**) that is intended to:

- (1) substantially interfere with educational performance or access to school resources; or
- (2) create an intimidating or hostile environment.



### What You Can Do if You're Being Harassed, Bullied or Discriminated Against:

- **Tell somebody.** If you have understanding friends, parents, teachers, or counselors, use them as a support system.
- **Keep notes** on what's happening (and record who, when, where and how).
- **Get a copy of your school's policies** on student conduct and discipline. All VT schools must adopt bullying and harassment policies, and each year students and parents must be given notice of those policies. You can ask your guidance counselor or school administrator for a copy.
- **Report it** to the person designated in your school's policy. Make your report in writing or electronically so you can prove you made it. Under the VT anti-bullying law, all teachers and staff must promptly report any bullying they know about and the school must take action to investigate it.



If You Need Help, Contact GLAD Answers via Email, Live Chat, or Phone:  
[www.GLADAnswers.org](http://www.GLADAnswers.org)  
(800) 455-GLAD (4523)

### Outside School, You Have the Right:

- To be protected from discrimination based on your actual or perceived sexual orientation, gender identity or expression, or HIV status in employment, housing, and public accommodations (like restaurants or stores).
- To give your own consent to get tested for HIV without your parents' permission, but if you receive treatment the doctor can contact your parents, so ask the doctor about her policy regarding parental notification.
- To report to the police anyone in or out of school who physically harms you, threatens you or vandalizes your property.

Get more information about your rights:  
[www.glad.org/youth](http://www.glad.org/youth)

