RESOURCES: LOCAL LGBTQ YOUTH GROUPS
• Outright Vermont
  (802) 865-9677 info@outrightvt.org
  www.outrightvt.org/wordpress
• PFLAG Burlington/Champlain Valley Chapter
  (802) 863-4285 venner@burlingtoncom.net
White River Junction Chapter
  (802) 295-7064
• Youth Catalytics
  (802) 425-3006 www.youthcatalytics.org

OTHER RESOURCES YOU CAN USE
• R.U. 1.2? Community Center
  (802) 860-7812 thecenter@ru12.org
  www.ru12.org
• Vermont Human Rights Commission
  (802) 416-2010 robert.appel@state.vt.us
  www.vhrc.vt.gov
• Vermont Department of Education
  (802) 283-3315
  http://education.vermont.gov/
• U.S. Department of Education
  Office for Civil Rights
  (617) 289-0111
  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: PROTECT YOUR RIGHTS
GLAD Answers
Call: (800) 455-GLAD (4523)
Email or Live Chat:
www.GLADAnswers.org
• Vermont Human Rights Commission
  (802) 416-2010
  robert.appel@state.vt.us
  www.vhrc.vt.gov
• Vermont Department of Education
  (802) 283-3315
  http://education.vermont.gov/
• U.S. Department of Education
  Office for Civil Rights
  (617) 289-0111
  www2.ed.gov/ocr

RESOURCES: KNOW YOUR RIGHTS
As an LGBTQ Student?
GLAD’s Got Your Back.
Knowing Your Rights is the First Step to Empowering Yourself.

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
Or work one-on-one with a trained volunteer Monday–Friday, 1:30–4:30 p.m.
• Either by live chat: 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.
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.

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.

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
(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