

From: Joy McCann
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To: T9PublicHearing
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Have thoughts on how schools' should address sexual harassment and discrimination based on sexual orientation and gender identity? @usedgov wants to hear them!

To Whom it may concern,

I saw the above post on Facebook by the PA Attorney General Josh Shapiro. I have a tremendous amount of respect for AG Shapiro and had a second residence in PA for four years. I'm a permanent resident of (b)(6)

I'm a Federal Employee for over 29 years. I've been a manager and a management official on the staff of executives and a division commissioner's communication staff. I received a Commissioner's Award for my work on Equal Employment Opportunity (EEO) Programs, and have served on special task forces and several special emphasis program projects for EEO. The subject of sexual harassment and discrimination based on sexual orientation and gender identity is extremely sensitive, but our nation has not met the challenge of establishing effective policies, support networks and addressing these issues directly.

The result is hurt feelings, misunderstandings and lack of inclusion in our schools.

There is no age off limits from the need to learn and model acceptance of all people. In my experience, the generation of millennials are much more inclusive than those generations before them. I raised two outstanding examples of the Millennial generation a Daughter, (b)(6) who is a single Mom of my (b)(6) year old granddaughter, (b)(6) (b)(6) (b)(6) (b)(6), and a son (b)(6) a (b)(6) (b)(6) (b)(6) a husband and (b)(6) father.

My children have a diverse group of life long friends. This wasn't necessarily anything to do with their learning environment, growing up (b)(6)

I would suggest a nationwide learning platform with mandatory training suitable for every grade from Pre-K to Senior year in high school. The Federal government has a basic model, that with improvements could also be woven into the education curriculum for all schools. Perhaps as part of orientation for new students. This would create a culture of acceptance. Here's what the expectations are, and here are the consequences for not behaving according to the policies for each grade level. Parents would receive the same course their child would receive based on their grade level, and are accountable for the same standards. Perhaps when they attend parent teacher meetings at the schools.

Sesame Street and Mr. Roger's are perfect examples of how the schools could present these principles of kindness and acceptance to all children.

Our nation has drastically changed and the way our children learn their behavior at all ages, especially when it comes to diversity and inclusion needs to be embedded in every single school and home in America.

Education + Accountability = moving forward together.

I have more thoughts and details on this important subject that I'd be happy to share. Please feel free to contact me.

Thank you for the opportunity to share my thoughts on this critical subject.

Joy F. McCann

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