

## RESOLUTION #3

### Safer Working Environment

- WHEREAS:** All staff and students deserve safe, welcoming, supportive school environments where they can learn and thrive without fear; and
- WHEREAS:** It is the right of every student to be safe from the threat of violence in their schools and their communities; and
- WHEREAS:** It is the right of every school district employee – administrators, principals, teachers, paraprofessionals and other school staff – to live and work in environments that are safe from the threat of violence; and
- WHEREAS:** No academic faculty, professional faculty, staff or student in an institution of higher education should attend class or engage in campus life under the threat of violence; and
- WHEREAS:** Gun violence prevention is currently receiving significant public attention, however the threat of physical violence from students and family members most directly affects the learning environment on a day-to-day basis; and
- WHEREAS:** Student violence threatens millions of students and educators on a daily basis on school grounds, especially in communities of color and economic hardship; and
- WHEREAS:** Recent reports indicate that 8.1% of all teachers report having been threatened by a student and 4.3% have actually been physically attacked by a student; and
- WHEREAS:** In the same study, urban teachers reported more than 12% of teachers were threatened and nearly 6% had actually been attacked; and
- WHEREAS:** In an effort to protect themselves, peers or students victimized by violence many teachers are reporting injuries and anxiety resulting from a dangerous encounter with a violent student; and
- WHEREAS:** Trauma suffered by such attacks has resulted in school personnel experiencing depression, anxiety, and other mental stress disorders, including receiving diagnoses of Post-Traumatic Stress Disorder; and
- WHEREAS:** Teachers, aides and support personnel regularly working with students who receive special education services, often face escalated exposure and injury due to student violence; and
- WHEREAS:** These statistics give support to the perception that the threat of student violence presents a clear and present danger to the students, parents, educators, administrators and other school staff of many schools within the state; and **NOW THEREFORE BE IT**
- RESOLVED:** That AFT Michigan stands with students, parents and educators across the nation, and reaffirms and demands that all students have the right to attend schools and

live in communities that are safe from student violence; and **THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan affirms its commitment to call on the Department of Education and state legislators to provide adequate resources and staff to support student well-being; and **THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan joins with its members to proclaim the tolerance of student violence directed at school staff and other students is not ethically or morally acceptable; and **THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan demand that all teachers and staff are informed in advance if a student has been assigned to them that has a history of violence; and **THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan actively works to promote better safety and emergency training for all staff and to develop effective protocols to ensure safety; and **THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan actively works to promote adequate supervision of students in non-classroom environments, i.e. during transportation and lunch activities, where violence might be possible; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That AFT Michigan work with legislators and the Michigan Department of Education to develop reasonable adaptations to FAPE interpretations that allow administration and Boards of Education to address violent student outbursts that disrupt the learning environment for teachers and other students.

Submitted by: Lincoln Stocks, President, Eastpointe Federation of Educators #698  
Revised and recommended for adoption by the Legislation & Resolutions Committee  
Approved by AFT Michigan 75<sup>th</sup> Convention (May 19, 2018)