

PINK SHIRT DAY 2022  
RANGATAHI TOOLKIT



*Kōrero* MAI  
**KŌRERO ATŪ**  
**MAURI TŪ, MAURI ORA**  
SPEAK UP, STAND TOGETHER, STOP BULLYING



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*He aha te mea nui o te ao.  
He tāngata, he tāngata, he tāngata.  
What is the most important thing in the world?  
It is people, it is people, it is people.*



Pink Shirt Day is led by the Mental Health Foundation with support from InsideOUT, the Peace Foundation, New Zealand Post Primary Teachers' Association (PPTA), Te Kaha O Te Rangatahi Trust, the Human Rights Commission, the Cook Islands Development Agency of New Zealand (CIDANZ), and Bullying-Free NZ Week.



# KIA ORA, WELCOME



**On Pink Shirt Day, Friday 20 May 2022, Aotearoa will be transformed into a sea of māwhero/pink as we stand together to spread aroha, celebrate diversity and end bullying!**

Want to make your school or kura tuarua a kinder, safer place for you and other rangatahi?

We'd love you to join us on Pink Shirt Day to celebrate the diverse, wonderful people around you and take meaningful steps to prevent bullying.

**Pink Shirt Day is an opportunity for you and other rangatahi to *Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora – Speak Up, Stand Together, Stop Bullying!***

This toolkit includes information, ideas and inspiration to help you bring Pink Shirt Day to life in your kura tuarua or school. Order your free [school event pack](#) that includes posters, in Te Reo Māori and English, compliment stickers and other resources to help spread Pink Shirt Day's values to your school community.

If you choose to [fundraise for Pink Shirt Day](#), thank you! Your support will help reduce bullying in Aotearoa by enabling the Mental Health Foundation to raise awareness about bullying prevention, fund workshops and supply thousands of free resources that promote inclusive workplaces, schools and communities.

We are so thrilled to have you on-board this Pink Shirt Day, your dedication to the kaupapa helps to make Aotearoa a kinder, more inclusive place for all New Zealanders.

*The Pink Shirt Day team*

## PINK SHIRT DAY VALUES

The Pink Shirt Day kaupapa is underpinned by [three key E Tū Whānau values](#) – aroha, kōrero awhi and mana manaaki.

**Aroha** – is about giving unconditionally. Aroha can make your relationships with whānau, friends and communities stronger by letting them know, through kōrero or actions, that they are loved and/or appreciated. Expressing the values of aroha and kindness can have a positive effect on you, and everyone around you.

**Kōrero Awhi** – is about being able to communicate to others clearly, positively and with aroha. Kōrero awhi helps friends, rangatahi, kaiako/teachers and whānau relate to and feel connected to each other.

**Mana Manaaki** – Māori understandings of mana manaaki include many things – with Pink Shirt Day, it means building up other people's mana. The awhi/support you give your mates, fellow rangatahi or whānau can uplift their mana and help them feel good! By applying mana manaaki, you'll be contributing to a positive school environment, where everyone can feel valued and respected.



# WHY IT'S IMPORTANT TO CELEBRATE PINK SHIRT DAY

## The Pink Shirt Day story

Celebrated annually around the globe, Pink Shirt Day began in Canada in 2007 when two students took a stand against homophobic bullying after a student was harassed for wearing pink.

In Aotearoa, Pink Shirt Day has been run by the Mental Health Foundation since 2012. We work to reduce the impact of bullying behaviour and the harm it causes through campaigns, programmes, and resources that:

- Increase confidence and self-esteem for tamariki
- Build rainbow-inclusive and supportive schools, workplaces and communities
- Encourage people to be Upstanders, helping them to understand, recognise and respond to bullying behaviour
- Promote positive and respectful relationships in workplaces, schools and communities
- Strengthen resilience and mental wellbeing for all New Zealanders.

Each year in Aotearoa, thousands of schools, workplaces and organisations show their support and Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora – Speak Up, Stand Together, Stop Bullying!



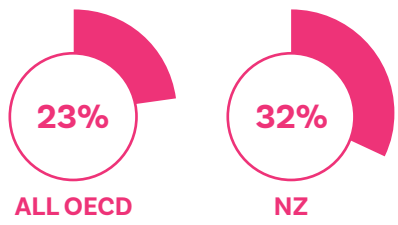
## So why should you be part of the action?

Many studies show rangatahi who are bullied are more likely to experience mental health issues such as depression, anxiety and suicidal thoughts. This can impact on their learning, relationships and ability to feel good about who they are.

Bullying is a serious issue for rangatahi in Aotearoa. Did you know:



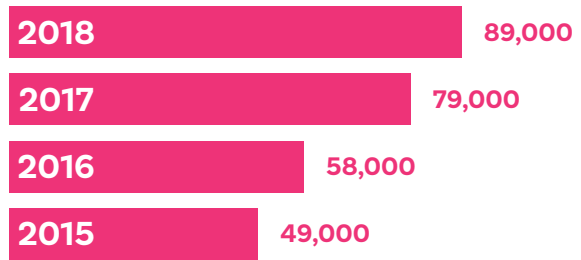
Aotearoa has the third-highest rate of school bullying out of 36 OECD countries.



In NZ, 32% of students reported being bullied at least a few times a month, compared to 23% on average across OECD countries (OECD 2019).



High school students who had been bullied weekly or more often were four times more likely to experience significant depressive symptoms than students who had been bullied infrequently or not at all (Clark, Robinson, Crengle, Grant, Galbreath, & Sykora, (2009)).



The number of young people experiencing anxiety or depression has steadily increased in the past years (Ministry of Health, 2020).

## Some people are more likely to be targeted

While all young people are potential targets of bullying, some groups can experience higher rates.

**LGBTI young people are resilient, have higher rates of volunteering and community engagement and are an important part of our community. Despite this, LGBTI young people are particularly vulnerable to experiencing homophobic, biphobic and transphobic bullying.**

(Clark et al., 2009)

Homophobic, biphobic and/or transphobic bullying all refer to bullying based on a person's sexual orientation or gender identity. In Aotearoa, rangatahi who identify as lesbian, gay, bisexual, transgender, queer, intersex, asexual or other sexuality and gender diverse communities (LGBTQIA+) – also referred to as the rainbow community – experience higher rates of bullying.

**The effects of homophobic and biphobic bullying at school can be lifelong, and can include lower educational attainment, lower income and lower wellbeing.**

(Henrickson, 2008)

The Youth'12 national health and wellbeing survey of New Zealand secondary school students found:



Nearly one in five students who are same/both sex attracted, or are transgender or unsure of their gender identity, reported being bullied weekly at school, compared to 6% of their peers (Lucassen et al., 2014) and (Clark et al., 2014).

50%

50% of transgender students had been hit or physically harmed on purpose in the last 12 months (Clark et al., 2014).



Four out of ten same/both-sex attracted students had been hit or physically harmed on purpose in the last 12 months (Lucassen et al., 2014).

## Online or Cyber Bullying

Online or cyber bullying is when digital technology is used in a way that intends to harm another person or group. Online bullying can take many forms including:

- Name calling.
- Repeated unwanted messages.
- Spreading rumours or lies.
- Excluding people.
- Fake accounts used to harass people.
- Embarrassing pictures, videos, websites or fake profiles.

**Of the 7 in 10 teens that received an unwanted digital communication in the prior year, 28% said they were negatively affected to the extent that they were unable to perform some daily activities. This is nearly 2 in 10 (19%) of all teens surveyed. (Pacheco & Melhuish, 2018)**

## Online bullying of rainbow rangatahi

Just like other forms of bullying, rainbow rangatahi can be targeted online because of their gender identity or sexual orientation, this includes:

- Taking and sharing photos and videos of rainbow students without consent.
- Taking and circulating online photos and videos of rainbow-focused bullying (either directly bullying or harming a person, or destruction of property, posters, flags, etc.).
- Outing people online. This can happen unintentionally when rainbow young people are included in online posts supporting or addressing rainbow issues.

**Online bullying in particular poses some specific challenges. As so much of a young person's life involves online activity (e.g. school, social life), rainbow young people experiencing online bullying often feel they cannot escape it and must restrict their online presence in response. (InsideOUT Report, 2021)**

For advice on how to combat bullying, see page 11, visit our website for more [information and fact sheets](#), or visit [Netsafe](#) for tips on dealing with online bullying.



# GET READY TO CELEBRATE PINK SHIRT DAY



**By celebrating Pink Shirt Day, you're showing that you and your school have zero tolerance for bullying, and are helping to make Aotearoa a kinder, more inclusive place for everyone.**

Here are some ideas to help you get started with your Pink Shirt Day celebrations.

## Register for Pink Shirt Day 2022 today

[Register](#) for updates for all the tips and tools you need to get ready for the big day.

## Get some backup!

Have a kōrero with a kaiako/teacher, support staff or other rangatahi about how you want to celebrate Pink Shirt Day at your school. They can awahi/support you to make it happen!

Spread the workload by setting up a committee. If your school has a Rainbow Group, see if they're keen to be involved or just gather like-minded students to help organise activities and promote the day. InsideOUT has some great [resources](#) to help you. (See page 9 for how to set up a Rainbow Diversity Group in your school).

## Order your Pink Shirt Day resources

Don't miss out! Order your free [resources](#) – you'll find posters, a DIY t-shirt stencil, photo props, compliment stickers and more!

## Choose your Pink Shirt Day activities

Check out our fun activities on page 7 to start planning how you'll take part on the big day.

## Start the kōrero

Open the kōrero about bullying ahead of Pink Shirt Day by talking about what it stands for at assembly or in your form class. Use our *About Pink Shirt Day* and *About Bullying* fact sheets and other information from our [website](#). Talk about the importance of celebrating everyone's differences.

## Learn and share how to be an Upstander

See page 10 to read our [Five Upstander Actions](#), so you know what to do if you see bullying happening.

## Plan your fundraiser

We'd love your kura tuarua or school to hold a Pink Shirt Day fundraising event. Your donations support the important kaupapa. See page 8 or visit [here](#) for fundraising inspiration!

## Buy your Pink Shirt Day t-shirt

We know you'll love this year's beautiful design from Cotton On! Buy a t-shirt to show your support, and promote them to your kura tuarua or school. 100% of net proceeds from t-shirt sales go to the Mental Health Foundation so we can raise awareness about bullying prevention, fund education workshops and supply thousands of free resources that promote inclusive workplaces, schools and communities. Available online and in selected stores from late April.

## Spread the word

Share information about Pink Shirt Day and your fundraising event with your kura tuarua or school whānau through newsletters and social media pages. Visit [here](#) for messages to share and don't forget to put up your Pink Shirt Day posters.

## Did you know

*Bullying prevention goes beyond one day of the year. Donating to Pink Shirt Day helps us extend this work year-round. It means we can deliver resources, activities and workshops that support schools, workplaces and communities to create safe environments where diversity is celebrated and bullying can't thrive.*

# THE BIG DAY



**The pinkest day of the year is here, how are you going to celebrate?  
Here are some ideas your Pink Shirt Day team could use or get creative and  
come up with your own activities! Just be mindful not to exclude anyone.**

### Compliment stickers

Make sure you've ordered our [school event pack](#), which includes compliment stickers. Hand stickers out to people who've done something kind. Create your own compliment cards to give away – a small action like this can really brighten someone's day.

### Kindness wall

Select a wall (e.g. in a shared hallway) where people can leave positive messages to spread kindness or hope. Draw an outline of a shape (like a t-shirt or a heart) and leave some post-it notes and pens. Have someone there to help.

### Random acts of kindness

It's cool to be kind! Carry out random acts of kindness for the day or the week leading up to Pink Shirt Day.

### Turn your school māwhero/pink!

Visit the [resources page](#) and order your free school event pack! We have pink bunting, cupcake toppers and plenty of other bits for you to download and print, too.

### Celebrate your rainbow friends, whānau and kaiako/teachers

Chalk or paint rainbow colours on the footpath or wear rainbow stickers/flags to show you are a safe and welcoming place for rainbow people.

### Stay tuned for our new waiata!

Pink Shirt Day is all about celebrating our differences and feeling free to express who we are. This year, we're excited to launch our very first official waiata! Keep an eye on our [social media](#) for details and get ready to dance and sing with your friends and whānau on the day. *Whakanuia tō auahatanga – celebrate your creativity!*

### Create a Pink Shirt Day pledge

Work with your student council/leadership team to develop and design a Pink Shirt Day Upstander pledge, using the three [Pink Shirt Day values](#). Display it in common areas and classrooms!

### Wear pink on game day

Encourage your school's sports teams to wear pink socks, arm bands or t-shirts and share the message on the game day closest to Pink Shirt Day. The more people wearing māwhero, the better!



PHOTO CREDIT: OTAGO BOYS' HIGH SCHOOL

**We want to see how you're taking part in Pink Shirt Day!  
Show us and others what you're doing by sharing photos and videos on social media.  
Tag us @pinkshirtdaynz and use the hashtag #pinkshirtdaynz.**



# HELP US TO MAKE PINK SHIRT DAY MORE POWERFUL – HOLD A FUNDRAISER!

We'd love for your kura tuarua or school to hold a fundraiser to celebrate Pink Shirt Day!

Your support matters. Thanks to Pink Shirt Day donations, we're able to:

- Reach more than 2,000 schools and kura tuarua nationwide each year, providing them with free information, resources and classroom activities that help prevent bullying.
- Engage with more than 5,000 workplaces each year, helping them create fairer, more welcoming and respectful environments.
- Fund InsideOUT to run rainbow-inclusive schools workshops throughout Aotearoa.
- Collaborate with communities, including rainbow, Māori and Pasifika, to strengthen and promote messages of inclusion.
- Continue to deliver free resources that celebrate diversity, spread kindness and prevent bullying in Aotearoa.

## Got the goods?

Print your own posters, bunting, cupcake toppers and more from our [resources](#) page.

## Māwhero/pink non-uniform day

Work with teachers to pick a day that you can transform your school into a sea of māwhero (it doesn't need to be on Pink Shirt Day). Encourage staff and rangatahi to wear something pink in exchange for a donation.

## Have a bake sale

Hold a lunchtime bake sale full of pink treats and donate the proceeds to Pink Shirt Day. Don't forget to use our [cupcake toppers and bunting!](#)

## Organise a fashion show or t-shirt art exhibition

Encourage students to add their own flair or sparkle to their pink t-shirts (or add plenty of pink pizzazz to another tee) – to wear it their way! You could charge a donation to enter, or for other students to vote for their favourite t-shirt on display. See if the art classes or creative technology classes want to be involved.

## Or you could....

Click [here](#) for more information and other ways to fundraise and help provide essential resources and workshops to schools throughout Aotearoa.

## Promote the official Pink Shirt Day t-shirt

Encourage rangatahi and staff to purchase our official Pink Shirt Day t-shirt from Cotton On! 100% of net proceeds from t-shirt sales go to the Mental Health Foundation. Tees are available online and in selected stores from late April.

## Donate and receive a Pink Shirt Day certificate

As a big THANK YOU for fundraising to support the Pink Shirt Day kaupapa, your school will receive a Pink Shirt Day supporter's certificate.

## How to make your donation

It's easy to donate and support Pink Shirt Day.

## Bank details

**Online:** It's a quick, safe and simple way to make your donation. Click [here](#) to donate online.

## Bank transfer:

**Bank:** BNZ

**Name of account:** Mental Health Foundation

**Account number:** 02-0100-0752592-097

**Reference:** <please enter your school name>

**Code:** PSDsch



**By fundraising for Pink Shirt Day, you'll be helping to make Aotearoa a kinder, more inclusive place, where diversity is celebrated and rangatahi feel safe, valued and respected.**



# KEEP UP THE MAHI



## Preventing bullying takes more than one day!

While Pink Shirt Day is celebrated once a year, its kaupapa and messages can be embedded all year round. Keep the kindness ball rolling at your school with these actions:

### Start a Rainbow Diversity Group (or join one!)

Rainbow Diversity Groups are student-led groups or clubs that offer a safe and supportive environment for rangatahi of diverse sexualities and genders as well as those with variations of sex characteristics (intersex), and their allies. These groups are one way to take an active role in preventing bullying at your school! Visit InsideOUT and [download or order](#) “Starting and Strengthening Rainbow Diversity Groups” for tips! Have a kōrero with a kaiako/teacher about starting a group too.

### Celebrate Schools Pride Week!

Sign your school up to take part in InsideOUT’s [Schools Pride Week \(13-17 June\)](#) and join a celebratory week of events that support rainbow rangatahi to have a sense of belonging in their schools and communities.

### Book reviews

Visit our [Good Reads](#) page for book reviews on topics like anxiety, bullying, feeling different and resiliency. Ask your school or community librarian if these books are available, and for them to be displayed in the library during Pink Shirt Day, and beyond.

### Encourage your school to be inclusive

[InsideOUT](#) runs free *Rainbow Inclusive Schools* workshops as well as professional development sessions for rangatahi and kaiako across Aotearoa. The workshops help schools to strengthen bullying prevention and rainbow inclusion initiatives. Talk to a teacher or guidance counsellor and see if you can arrange for a workshop at your school.

### Review School Policies and Processes

Work with your school’s senior management team/appropriate staff to review school policies and processes to make sure your school is a safe environment for all students. Check out InsideOUT’s resources, including *Creating Rainbow Inclusive School Policies and Processes*, *Making Schools Safer for Trans and Gender Diverse Youth* and *Legal Rights at School for Rainbow Young People*.



**Did you know**  
Thanks to Pink Shirt Day donations, we’ve funded InsideOUT to run “Creating Rainbow Inclusive Schools” workshops throughout Aotearoa. Since 2019, InsideOUT’s delivered 67 workshops that help create more inclusive schools across the motu. 43% of workshop attendees said they planned to start conversations or work to educate themselves and their communities about bullying, specifically towards rainbow people.



# HOW TO BE AN UPSTANDER

## Bystander

Noun

1. a person who sees or knows a bullying incident is occurring to someone else.

## Upstander

Noun

1. a person who uses words and actions that can help someone who is being bullied.

Every one of us has the power to prevent bullying!

Research shows that:

- More than half of bullying situations (57%) stop when rangatahi intervene.
- 93% of rangatahi in New Zealand (and 88% of students on average across OECD countries) agreed or strongly agreed it is a good thing to help students who cannot defend themselves (OECD, 2019).

**“Students who had learned what to do when witnessing or experiencing bullying were more likely than those who had not learned what to do, to say that they were confident to use bullying response strategies. Furthermore, students who were confident were also more likely to apply what they had learned when they experienced or witnessed bullying.”** ERO Report 2019

There are many helpful actions an individual can take if they feel safe enough to do so. Check out our [Getting Help and Advice](#) fact sheet for more information.

## FIVE UPSTANDER ACTIONS:



### Awahi/support the person experiencing bullying

- Stand beside them and let them know you’ve got their back.
- Encourage them to ask a kaiako/teacher for help or go with them to get help.
- Let them know they’re not alone!



### Distract

Interrupt the bullying in some way:

- Ask the person experiencing bullying if they want to go for a walk or do something else.
- Help them to leave the situation they’re in.



### Call it!

- If you feel safe to, let the person/people doing the bullying know what they’re doing isn’t okay.
- Use your words to show aroha and kindness to those involved.
- Don’t stand by and watch. It can be hard to speak up in the moment, but it can make a huge difference.



### Leave and act

If you don’t feel safe to step in while the bullying is happening:

- Move away from the situation.
- Later, let the person experiencing the bullying know you saw and ask what might help.
- You might want to have a quiet word with the person doing the bullying.



### Get some other help

- Support the person being bullied to get help from others (whānau, kaiako, a trusted adult or a helpline) and then act on their advice.

# HELP AND ADVICE

Thank you for joining with rangatahi around the country to  
Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora – Speak Up, Stand Together, Stop Bullying!

Below are some helplines and websites that can offer support and advice.  
You can also visit [www.mentalhealth.org.nz](http://www.mentalhealth.org.nz) for more information.

## TALK TO SOMEONE

**Youthline** – 0800 37 66 33, free text 234, webchat at [youthline.co.nz](http://youthline.co.nz) or email [talk@youthline.co.nz](mailto:talk@youthline.co.nz) – for young people and their parents, whānau and friends.

**1737** – Need to talk? Free call or text 1737 any time for support from a trained counsellor.

**Lifeline** – 0800 543 354 or free text ‘4357’ (HELP).

**What’s Up** – 0800 942 8787 (0800 WHATSUP), chat online at [www.whatsup.co.nz](http://www.whatsup.co.nz) or email [whatsup@barnardos.org.nz](mailto:whatsup@barnardos.org.nz) – for 5–19 year olds. Phone counselling is available Mon-Fri 12pm–11pm and Sat-Sun 3pm–11pm. Online chat is available Mon-Fri 1pm–10pm, Sat-Sun 3pm–10pm.

**Kidsline** – 0800 54 37 54 (0800 KIDSLINE) – for all youth up to 18 years of age. Available 24/7. Between 4–9pm calls are answered by specially trained Year 12 & 13 students.

**Samaritans** – 0800 726 666 – for confidential support to anyone who is lonely or in emotional distress 24 hours a day, 365 days a year.

**Suicide Crisis Helpline** – 0508 828 865 (0508 TAUTOKO) – for people in distress, and people who are worried about someone else.

## GET SUPPORT ONLINE

**thelowdown.co.nz** – visit the [website](http://www.thelowdown.co.nz) or free text 5626 – support for young people experiencing depression or anxiety.

**Netsafe** – [www.netsafe.org.nz](http://www.netsafe.org.nz) or call 0508 638 723 (0508 NETSAFE) – advice on how to stay safe online.

## FIND SUPPORT AROUND SEXUALITY OR GENDER IDENTITY

**InsideOUT** – email: [hello@insideout.org.nz](mailto:hello@insideout.org.nz) / [www.facebook.com/insideoutkoaro](http://www.facebook.com/insideoutkoaro) / Twitter: [@insideoutkoaro](https://twitter.com/insideoutkoaro) / Instagram: [@insideoutkoaro](https://www.instagram.com/insideoutkoaro) – works to make Aotearoa a safer place for all young people of diverse genders, sexes and sexualities.

**OUTLine NZ** – 0800 688 5463 (0800 OUTLINE) – for lesbian, gay, bisexual, transgender and intersex people. Free phone counselling is available every evening, 6pm–9pm.

**RainbowYOUTH** – email [info@ry.org.nz](mailto:info@ry.org.nz), [www.facebook.com/rainbowyouth](http://www.facebook.com/rainbowyouth) / Twitter: [@RainbowYOUTH](https://twitter.com/RainbowYOUTH) / Instagram: [@rainbowyouth](https://www.instagram.com/rainbowyouth) offers support for young queer and gender diverse people up to the ages of 28.

**Pink Shirt Day is creating a long-lasting impact and changing Kiwi lives for the better. An independent Ipsos survey on last year’s campaign found that the majority of New Zealanders (79%) are aware of Pink Shirt Day.**

**Amongst those who were aware of Pink Shirt Day, 82% claimed they were likely to engage in at least one of the behaviours promoted by the campaign, including doing something to stop bullying when they witness it or doing something to increase kindness and inclusion.**

# INFORMATION FOR TEACHERS/SCHOOL SUPPORT STAFF



This toolkit's Pink Shirt Day activities are designed to be student-led. However, to help keep the kaupapa going it's a good idea to have a teacher or school support staff involved. Check out our [teachers' toolkit](#) – designed for primary school teachers, it also includes relevant information to keep all rangatahi safe.

## OTHER WAYS YOUR SCHOOL CAN SUPPORT RANGATAHI

### Challenge co-curricular norms

Ensure language use and rules around events such as the school ball are inclusive of diverse genders and sexualities. Meet with teachers and coaches to discuss strategies to stamp out homophobic banter at team training sessions and in the stands.

### Knowledge is power

Access tools such as the [Wellbeing@School](#) survey to gather data around how rangatahi feel about their experiences of bullying at your school. Over time, repeat the survey and compare the results to track progress.

### Display our Getting Help and Advice fact sheet

Awahi/support others to get further advice about bullying by displaying our [fact sheets](#) on notice boards, in classrooms and in communal areas. Check out more ways to support rainbow rangatahi with [this guide](#) developed by the Ministry of Education.

### Make your school's anti-bullying policy visible

It's important for your school to have an antibullying policy and for students to understand it. How easy is it to find your school's policy?

### InsideOUT's resources

[InsideOUT](#) is a charity that works to give rainbow young people in Aotearoa New Zealand a sense of safety and belonging in their schools and communities. It provides resources, information, workshops, consulting and support for individuals, schools, workplaces and community organisations. Check out InsideOUT's new [resources](#), including "Creating Rainbow Inclusive School Policies and Procedures" and "Staff Supporting Rainbow Diversity Groups". InsideOUT School Coordinators are based throughout Aotearoa and help schools to create safe, inclusive environments for rainbow rangatahi. Visit their [website](#) to find your local contact.

### Online Bullying

For more information and resources to help keep your rangatahi safe in an online environment, visit [Netsafe](#).

