

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 02/26/2021 09:12:03 AM
To: Harleen Kaur <harleen@sikhcoalition.org>
Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: RE: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: Letter to H Kaur Feb 26 2021.pdf

Ms. Kaur,

Please see the attached letter in response to your letter. I look forward to hearing from you and working together.

Dr. Dori Alvich

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Tuesday, February 23, 2021 11:05 AM
To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](#), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[*50 Broad St, Suite 504*](#)
[*New York, NY 10004*](#)
(201) 416-9825
(212) 655-3095 ext **86**
fax: (212) 208-4611

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From: Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>
Sent time: 03/04/2021 09:23:04 AM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Yes.

Laurie McConnell
Supervisor of Grants, Testing, and Special Projects
Monroe Township School District
732-521-1500 ext. 5221

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Date: Thursday, March 4, 2021 at 9:20 AM
To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>, Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: FW: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Good morning,

This is the group that sent the letter after the incident at the middle school on Feb. 8. I agreed to meet with them to hear their ideas of how we can communicate our HIB procedures and they would like to share some information with us. Would you agree to be a part of the meeting? If so, I will set something up with them but it will have to be during the week of March 15.

Thank you,
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Wednesday, March 3, 2021 6:42 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Hi Dr. Alvich,

Thank you for being so open to meet with us. We are looking forward to continued communication about how we can work to make this district safer and more inclusive for all students in response to the February 8th cyberbullying incident.

We are happy to meet with you any time next week to discuss the asks from our original letter **which I will detail again below.**

-
- Teaching about
- [Sikhism has been in New Jersey's social studies standards since 2009](#)
- as a result of the Sikh Coalition's advocacy. An
- [article published by the New Jersey School Boards Association](#)
- highlights the importance of teaching about Sikhism in the classroom.
-
- **The School District should commit all social studies teachers and coordinators to a 60 minute virtual professional development**
- **session (*free of charge*)**
- **with the Sikh Coalition** so that they have the curricular and instructional tools to implement a more inclusive curriculum which includes
- teaching about Sikhism. This can be arranged through the Sikh Coalition's Education Team who can be reached at
- education@sikhcoalition.org.
-
-
- The School District should
- **commit to broader professional development for creating safer and inclusive classrooms for all students**
- through courses such as the
- [Supporting Inclusive Practices, Equity in Education course by Epoch Education](#);
- or the Learning for Justice (formerly known as Teaching Tolerance)
- [anti-bias trainings](#).
-
-
- The School District should
- **commit to Sikh Awareness Presentations**
- for all students in the future.
-
-
- **Share**
- the
- [Sikh Coalition's Educator's Guide](#)
- with all staff (administrative and teaching) in the School District.
-
-
- **Share**
- the
- [Sikh Coalition's Bullying Report, 'Go Home Terrorist'](#)
- with all staff (administrative and teaching) in the School District and **implement the relevant recommendations**.
-

If this meeting still works for you, we envision this meeting to be between relevant colleagues from your office along with our Sikh Coalition Education team.

I will be offline on Friday, so please bear with me if I'm slightly slower to respond. We are happy to work with your schedule next week, so feel free to suggest a couple of time slots that work best for you. I am looping in the rest of our education team as well.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825

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On Mon, Mar 1, 2021 at 2:01 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I look forward to meeting with you. If you can send me a few dates over the next few weeks, I will work with our team here to get back to you.
Thank you,

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Monday, March 1, 2021 1:13 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition

www.sikhcoalition.org
harleen@sikhcoalition.org
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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"When it rains look for rainbows, when it's dark look for stars."
— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Friday, February 26, 2021 4:10 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
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On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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Dr. Dori Alvich

Sincerely,
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Sent: Tuesday, February 23, 2021 11:05 AM
To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>;

Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
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Monroe Township IT Department

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Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
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Sent time: 02/26/2021 04:59:52 PM
To: Harleen Kaur <harleen@sikhcoalition.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
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Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
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Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
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The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
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Sent time: 03/04/2021 10:16:50 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>
Cc: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: RE: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Thank you. I know Danielle will return the week of March 15 so I will suggest a few dates. If there are any dates that do not work for you, please let me know.

Thank you

March 16 after 12
March 18 anytime
March 19 after 12

Thanks
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, March 4, 2021 10:06 AM
To: Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>
Cc: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Yes of course.

Sent from Chari R. Chanley's iPhone

On Mar 4, 2021, at 9:23 AM, Laurie McConnell <Laurie.McConnell@monroe.k12.nj.us> wrote:

Yes.

*Laurie McConnell
Supervisor of Grants, Testing, and Special Projects
Monroe Township School District
732-521-1500 ext. 5221*

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Date: Thursday, March 4, 2021 at 9:20 AM
To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>, Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: FW: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Good morning,

This is the group that sent the letter after the incident at the middle school on Feb. 8. I agreed to meet with them to hear their ideas of how we can communicate our HIB procedures and they would like to share some

information with us. Would you agree to be a part of the meeting? If so, I will set something up with them but it will have to be during the week of March 15.

Thank you,
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Wednesday, March 3, 2021 6:42 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Hi Dr. Alvich,

Thank you for being so open to meet with us. We are looking forward to continued communication about how we can work to make this district safer and more inclusive for all students in response to the February 8th cyberbullying incident.

We are happy to meet with you any time next week to discuss the asks from our original letter **which I will detail again below.**

-
- Teaching about
- [Sikhism has been in New Jersey's social studies standards since 2009](#)
- as a result of the Sikh Coalition's advocacy. An
- [article published by the New Jersey School Boards Association](#)
- highlights the importance of teaching about Sikhism in the classroom.

- **The School District should commit all social studies teachers and coordinators to a 60 minute virtual professional development**
- **session (free of charge)**
- **with the Sikh Coalition** so that they have the curricular and instructional tools to implement a more inclusive curriculum which includes
- teaching about Sikhism. This can be arranged through the Sikh Coalition's Education Team who can be reached at
- education@sikhcoalition.org.
-
-
- The School District should
- **commit to broader professional development for creating safer and inclusive classrooms for all**

students

- through courses such as the
- [Supporting Inclusive Practices, Equity in Education course by Epoch Education](#);
- or the Learning for Justice (formerly known as Teaching Tolerance)
- [anti-bias trainings](#).
-
-
- The School District should
- **commit to Sikh Awareness Presentations**
- for all students in the future.
-
-
- **Share**
- the
- [Sikh Coalition's Educator's Guide](#)
- with all staff (administrative and teaching) in the School District.
-
-
- **Share**
- the
- [Sikh Coalition's Bullying Report, 'Go Home Terrorist'](#)
- with all staff (administrative and teaching) in the School District and **implement the relevant recommendations**.
-

If this meeting still works for you, we envision this meeting to be between relevant colleagues from your office along with our Sikh Coalition Education team.

I will be offline on Friday, so please bear with me if I'm slightly slower to respond. We are happy to work with your schedule next week, so feel free to suggest a couple of time slots that work best for you. I am looping in the rest of our education team as well.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Mon, Mar 1, 2021 at 2:01 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I look forward to meeting with you. If you can send me a few dates over the next few weeks, I will work with our team here to get back to you.
Thank you,

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue

Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." –
Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Monday, March 1, 2021 1:13 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the

process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

“When it rains look for rainbows, when it's dark look for stars.”
— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Friday, February 26, 2021 4:10 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

—
This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St. Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

—
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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
Please see the attached letter in response to your letter. I look forward to hearing from you and working together.
Dr. Dori Alvich

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

“Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it.” – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Tuesday, February 23, 2021 11:05 AM
To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler

<Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education
<education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](http://www.sikhcoalition.org), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
50 Broad St, Suite 504
New York, NY 10004
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 04/08/2021 05:05:29 PM
To: Harleen Kaur <harleen@sikhcoalition.org>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
Subject: RE: [External Email]Re: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

Ms. Kaur,

Again, thank you for making me aware of the situation. There was an issue with the system we use to create the letters whereby it did not update the name within the body of the letter. I have reached out to each family personally and apologized for the issue. I have also reissued correct letters. This should not have happened but it did not affect the investigation or the findings.

I will reach out in a few weeks to set up a time to meet with families as we discussed as our last meeting.

Thank you,

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"They may forget what you said but they will not forget how you made them feel."

– Carl Buechner

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Wednesday, April 7, 2021 6:43 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Hello Dr. Alvich,

Per your request, we can share the names of students whose families have given us permission to disclose the fact that they received incorrect letters, however there is no way for us to know if this is indeed all of the families who were affected by this oversight. So, we strongly recommend that you resend all of the letters to the correct students in order to make sure everyone is aware of the status of their individual HIB investigations and outcomes, regardless of whether they appear on this list.

As a reminder, we have written to you to make you aware of several significant concerns related to the district's HIB investigation process, the responses various families received regarding the outcome, and the district's violation of its own student privacy policies which have now led to significant confusion and angst on the part of the students involved. This is not just limited to the handful of families we can confirm received incorrect letters, this has raised concerns again for many.

As you can imagine, the affected students and their families are concerned about this violation of their privacy and would like to know exactly what went wrong with the letter distribution and how the district intends to rectify this on a larger level. Additionally, this act calls into question the legitimacy of the HIB investigations in general and leaves these families feeling further marginalized by this school district and its administration when they appear interchangeable with other Sikh families within the school district.

Again, in light of these troubling new developments, please let us know when you can meet with us in the next two weeks as it is imperative to discuss these new concerns regarding the privacy violations that occurred and what your administration plans to do to address this, as well as the families other pressing concerns regarding the marginalization of their community by the school district. We look forward to your prompt response.

Here is the list of the students whose families we can confirm received incorrect letters:

-
- [REDACTED]

-
- | Age Group | Percentage |
|-------------|------------|
| 18-24 | 10 |
| 25-34 | 10 |
| 35-44 | 10 |
| 45-54 | 10 |
| 55-64 | 10 |
| 65-74 | 10 |
| 75-84 | 10 |
| 85-94 | 10 |
| 95-104 | 10 |
| 105-114 | 10 |
| 115-124 | 10 |
| 125-134 | 10 |
| 135-144 | 10 |
| 145-154 | 10 |
| 155-164 | 10 |
| 165-174 | 10 |
| 175-184 | 10 |
| 185-194 | 10 |
| 195-204 | 10 |
| 205-214 | 10 |
| 215-224 | 10 |
| 225-234 | 10 |
| 235-244 | 10 |
| 245-254 | 10 |
| 255-264 | 10 |
| 265-274 | 10 |
| 275-284 | 10 |
| 285-294 | 10 |
| 295-304 | 10 |
| 305-314 | 10 |
| 315-324 | 10 |
| 325-334 | 10 |
| 335-344 | 10 |
| 345-354 | 10 |
| 355-364 | 10 |
| 365-374 | 10 |
| 375-384 | 10 |
| 385-394 | 10 |
| 395-404 | 10 |
| 405-414 | 10 |
| 415-424 | 10 |
| 425-434 | 10 |
| 435-444 | 10 |
| 445-454 | 10 |
| 455-464 | 10 |
| 465-474 | 10 |
| 475-484 | 10 |
| 485-494 | 10 |
| 495-504 | 10 |
| 505-514 | 10 |
| 515-524 | 10 |
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| 565-574 | 10 |
| 575-584 | 10 |
| 585-594 | 10 |
| 595-604 | 10 |
| 605-614 | 10 |
| 615-624 | 10 |
| 625-634 | 10 |
| 635-644 | 10 |
| 645-654 | 10 |
| 655-664 | 10 |
| 665-674 | 10 |
| 675-684 | 10 |
| 685-694 | 10 |
| 695-704 | 10 |
| 705-714 | 10 |
| 715-724 | 10 |
| 725-734 | 10 |
| 735-744 | 10 |
| 745-754 | 10 |
| 755-764 | 10 |
| 765-774 | 10 |
| 775-784 | 10 |
| 785-794 | 10 |
| 795-804 | 10 |
| 805-814 | 10 |
| 815-824 | 10 |
| 825-834 | 10 |
| 835-844 | 10 |
| 845-854 | 10 |
| 855-864 | 10 |
| 865-874 | 10 |
| 875-884 | 10 |
| 885-894 | 10 |
| 895-904 | 10 |
| 905-914 | 10 |
| 915-924 | 10 |
| 925-934 | 10 |
| 935-944 | 10 |
| 945-954 | 10 |
| 955-964 | 10 |
| 965-974 | 10 |
| 975-984 | 10 |
| 985-994 | 10 |
| 995-1004 | 10 |
| 1005-1014 | 10 |
| 1015-1024 | 10 |
| 1025-1034 | 10 |
| 1035-1044 | 10 |
| 1045-1054 | 10 |
| 1055-1064 | 10 |
| 1065-1074 | 10 |
| 1075-1084 | 10 |
| 1085-1094 | 10 |
| 1095-1104 | 10 |
| 1105-1114 | 10 |
| 1115-1124 | 10 |
| 1125-1134 | 10 |
| 1135-1144 | 10 |
| 1145-1154 | 10 |
| 1155-1164 | 10 |
| 1165-1174 | 10 |
| 1175-1184 | 10 |
| 1185-1194 | 10 |
| 1195-1204 | 10 |
| 1205-1214 | 10 |
| 1215-1224 | 10 |
| 1225-1234 | 10 |
| 1235-1244 | 10 |
| 1245-1254 | 10 |
| 1255-1264 | 10 |
| 1265-1274 | 10 |
| 1275-1284 | 10 |
| 1285-1294 | 10 |
| 1295-1304 | 10 |
| 1305-1314 | 10 |
| 1315-1324 | 10 |
| 1325-1334 | 10 |
| 1335-1344 | 10 |
| 1345-1354 | 10 |
| 1355-1364 | 10 |
| 1365-1374 | 10 |
| 1375-1384 | 10 |
| 1385-1394 | 10 |
| 1395-1404 | 10 |
| 1405-1414 | 10 |
| 1415-1424</ | |

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
50 Broad St, Suite 504
New York, NY 10004
(201) 416-9825
 (212) 655-3095 ext **86**
 fax: (212) 208-4611

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On Tue, Apr 6, 2021 at 11:27 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I am sorry to hear there was an error with the letters received. If you can send me the names of who was affected by this, I will reach out to the families to ensure they receive the correct letters. My secretary is not in today so I was not able to ask her about the issue with the letters, but I will follow up with her before reaching out to the families.
Thank you for making me aware.

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"They may forget what you said but they will not forget how you made them feel."
– Carl Buechner

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Monday, March 29, 2021 8:00 AM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Dear Superintendent Dr. Alvich, Assistant Superintendent Layman, and Principal Chanley,

Please find attached to this email a letter in response to the HIB investigation letters mailed from your district administration to Sikh families. We hope to hear from you in the next few days to schedule a follow up meeting to discuss these concerns.

Please let me know if you have any questions.

Best,

Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager
(she/her)

The Sikh Coalition

www.sikhcoalition.org

harleen@sikhcoalition.org

[50 Broad St, Suite 504](#)

[New York, NY 10004](#)

(201) 416-9825

(212) 655-3095 ext 86

fax: (212) 208-4611

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On Fri, Mar 19, 2021 at 9:10 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Thank you for the email. We all look forward to the collaboration. I will reach out after our spring break to schedule a follow up meeting.

Have a great weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Thursday, March 18, 2021 1:29 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>

Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>

Subject: [External Email]Following up: Sikh community response MTMS cyberbullying incident

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Superintendent Alvich, Assistant Superintendent Layman, Principal Chanley, and Ms. Drust,

Thank you for taking the time to speak with us on Tuesday. It means a lot to the Sikh community to have the opportunity to engage in proactive dialogue with you through our team. Below is a summary of action points before we meet again with you in 4-6

weeks.

In the short term:

1.
 2. Assistant Superintendent
 3. Layman and Ms. Drust, as we shared, April is **Sikh Awareness and Appreciation Month (SAAM)** in New Jersey. Ideas for your school district to celebrate diversity in April
 5. can include:
 -
 - Setting up a library display
 - in open libraries in your district using our [Library Toolkit](#).
 -
 -
 - Doing an activity with elementary students from our "Sikh Celebrations" resource that will be launched next week.
 -
2.
 3. Assistant Superintendent
 4. Layman and Ms. Drust, please find linked the following **documents to be shared with staff and administrators** across the district through your staff portal for your review:
6.
 7.
 -
 - [Sikhism:](#)
 - [An Educator's Guide.](#)
 -
 -
 - [Go](#)
 - [Home Terrorist bullying report.](#)
 -
3.
 4. Assistant Superintendent
 5. Layman and Ms. Drust, we also look forward to hearing from you to schedule a
 6. **60-90 professional development session** which can be tailored to your needs. This can potentially
 7. include an introduction to the Sikh community, issues that Sikh students face in schools, and tools for creating safer and more inclusive classrooms. As mentioned on the call, other New Jersey school districts we have worked with to deliver presentations have
 8. included *Morris Hills Regional School District*,
 9. with
 10. Krystal Beck,
 11. *District Supervisor of Social Studies*;

12. and Edison Township Public Schools,
13. with Shannon Marasco,
14. Middle School Supervisor of Social Studies,
15. and Mark DiGiovacchino, Supervisor of Social Studies Grades 9-12.
- 16.
- 4.
5. Ms. Drust, please see the
6. following **instructional material for use in K-12 social studies classrooms**
7. for your review. We would appreciate if you could let us know when it might be possible to walk through these resources with you and the social studies teachers on your team in more detail, to bring you all to a place where you feel comfortable and confident
8. in delivering them:
9.
 -
 - [National](#)
 - [Council for the Social Studies Chapter on Teaching About Sikhism](#), which also doubles
 - up as a lesson plan.
 -
 -
 - [Sikhism](#)
 - [hub on C3Teachers website](#) for teaching about Sikhism through inquiry.
 -
 -
 - [Elementary](#)
 - [school resources](#) (including discussion guides for children's books).
 -
 -
 - [Middle/High](#)
 - [school resources](#).
 -
 -
 - Lesson plan on
 - [Stockton](#).
 - [California: The Story of Sikh Immigration](#)
 -
 -
 - Lesson plan: comparing and
 - contrasting world religions. Created with WAYNE RESA, Michigan. *PDF Attached*.
 -

In the long-term:

- 5.
6. We look forward to receiving
7. more information about the **Diversity Council**
8. and how the Sikh community can be involved.
- 9.

10.

11. Please let us know if we

12. can help in identifying any external organizations for anti-bias training that are in our network. I had previously signposted the

[13. Supporting Inclusive Practices, Equity](#)

[14. in Education course by Epoch Education](#); or the Learning for Justice (formerly known

15. as Teaching Tolerance)

16. [anti-bias trainings](#).

17.

18.

19. Once schools have fully

20. reopened safely, we look forward to following up with you about conducting

21. **Sikh Awareness Presentations for classrooms.**

22. [Here](#)

23. is a video which shares the positive impact these presentations had for 1200 students from Monroe-Woodbury School District in New York.

24.

25.

26. We look forward to following

27. up with you about **creating an opportunity to engage in a proactive dialogue**

28. **with the Monroe Township Sikh community directly.** Having a channel to foster a relationship

29. moving forward will mean a lot to the community, and we believe is a necessary step to move forward in a positive direction. Assistant Superintendent Layman, in a post-COVID world, the community would be very happy to host you and members of your team at the

30. local Gurdwara (Sikh house of worship).

31.

It would be great to get our next meeting on everyone's calendar. Please suggest a couple times that work for all of you 4-6 weeks from now, our team is happy to meet the needs of your schedule.

Thank you again for your time and for taking steps to create safer and more inclusive classrooms in New Jersey's schools. We are sending you all positive energy as you all prepare for the next phase of reopening and hoping that you all stay safe and well in this time.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/23/2021 11:05:03 AM
michele.arminio@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; kbelko@monroe.k12.nj.us; kbierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Andy.Paluri@monroe.k12.nj.us; Rupa.Siegel@monroe.k12.nj.us; cskurbe@monroe.k12.nj.us;
To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: MonroeTownshipLetterSikh2021.pdf

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Monroe Township
School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen
Kaur and I serve as the Education & Community Engagement Manager at the
[Sikh Coalition](http://www.sikhcoalition.org),
the nation's largest Sikh civil rights organization.

Attached, you will find a letter for
your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District
in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth
special assembly.

**We hope to see
your response to this letter by Monday March 1st**, and will follow up if we have not heard from you by then.

Please do not hesitate
to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive
school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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www.sikhcoalition.org
harleen@sikhcoalition.org
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michele.arminio@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; kbelko@monroe.k12.nj.us; kbierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Andy.Paluri@monroe.k12.nj.us; Rupa.Siegel@monroe.k12.nj.us; cskurbe@monroe.k12.nj.us;
To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
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to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive
school climates for all students.

Regards,
Harleen Kaur

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Education & Community Engagement Manager
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fax: (212) 208-4611

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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent time: 02/09/2021 09:11:22 AM
To: [REDACTED]
Cc: Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; James Higgins <James.Higgins@Monroe.K12.NJ.US>
Subject: RE: [External Email]Incidence at - Teen Truth Presentation grade 7 and 8 Nazi Symbol and Sikh Student show. Pls investigate

Good Morning,

Kindly be advised that we are investigating the situation and it will be handled at the highest level.

We are working with the Monroe Township Police Department to handle this matter. Please note that the results of the investigation will not be shared as the matter is confidential, as it involves minors.

Thank you for reaching out and we can assure you that this behavior will not be tolerated.

**Sincerely,
Chari Chanley**

From: [REDACTED]
Sent: Tuesday, February 9, 2021 8:50 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Incidence at - Teen Truth Presentation grade 7 and 8 Nazi Symbol and Sikh Student show. Pls investigate

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Monroe Township IT Department

Hello Principal Chari Chanley,

Hope all is well with you and family.

Following posting was brought to my attention in MICA group. We full condemn this in case it has happened.

There are several good examples where I have seen, MS is supporter of diversity.

Please investigate and let me know the facts so that I can provide this information to Indian community.

Regards

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

**Monroe Township, NJ**

Pam Kaye · 20m ·

Sad to hear that during yesterday's 'Teen Truth' presentation at grade 7 and grade 8 Monroe Middle School, some students thought it would be funny to deface and write the nazi symbol and word n***** on the part where a Sikh kid was shown during the Zoom presentation. Unbelievable seeing how we live in such a diverse township. The Sikh people are one of the most generous and loving communities out there.



Like



Comment



36

Top Comments ▾

**Kimberly MacKenzie**

This needs to be investigated and absolutely handled. No shame shame finger wag.

5m Like Reply

**Kavita Kulkarni**

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 03/05/2021 12:44:49 PM
To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Meeting with Education Group from Sikh Coalition
Attachments: attachment.ics

Dori Alvich is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/86847066805?pwd=UDBqZWlmb0JxYmE2VDRVdGNLbmY0QT09>

Meeting ID: 868 4706 6805

Passcode: 877805

One tap mobile

+19292056099,,86847066805#,,,,*877805# US (New York)

+13017158592,,86847066805#,,,,*877805# US (Washington DC)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 868 4706 6805

Passcode: 877805

Find your local number: <https://us02web.zoom.us/j/kbeUZCXZB2>

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/23/2021 11:05:03 AM
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To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: MonroeTownshipLetterSikh2021.pdf

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Dear Monroe Township
School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen
Kaur and I serve as the Education & Community Engagement Manager at the
[Sikh Coalition](http://www.sikhcoalition.org),
the nation's largest Sikh civil rights organization.

Attached, you will find a letter for
your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District
in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth
special assembly.

**We hope to see
your response to this letter by Monday March 1st**, and will follow up if we have not heard from you by then.

Please do not hesitate
to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive
school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
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From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/26/2021 04:09:56 PM
To: Dori Alvich <Dori.Alvich@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: Michele Arminio <Michele.Arminio@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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harleen@sikhcoalition.org
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(212) 655-3095 ext 86
fax: (212) 208-4611

On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

Please see the attached letter in response to your letter. I look forward to hearing from you and working together.

Dr. Dori Alvich

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Tuesday, February 23, 2021 11:05 AM

To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](http://SikhCoalition.org), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe

Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

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From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 03/01/2021 01:12:48 PM
To: Dori Alvich <Dori.Alvich@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; Laurie McConnell <Laurie.McConnell@monroe.k12.nj.us>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"When it rains look for rainbows, when it's dark look for stars."

— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Friday, February 26, 2021 4:10 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

(she/her)

The Sikh Coalition

www.sikhcoalition.org

harleen@sikhcoalition.org

[*50 Broad St. Suite 504*](#)

[*New York, NY 10004*](#)

(201) 416-9825

(212) 655-3095 ext 86

fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

Please see the attached letter in response to your letter. I look forward to hearing from you and working together.

Dr. Dori Alvich

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Tuesday, February 23, 2021 11:05 AM

To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](#), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

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fax: (212) 208-4611

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From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 03/19/2021 09:10:52 AM
To: Harleen Kaur <harleen@sikhcoalition.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
Subject: RE: [External Email]Following up: Sikh community response MTMS cyberbullying incident

Thank you for the email. We all look forward to the collaboration. I will reach out after our spring break to schedule a follow up meeting.

Have a great weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Thursday, March 18, 2021 1:29 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
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Monroe Township IT Department

Dear Superintendent Alvich, Assistant Superintendent Layman, Principal Chanley, and Ms. Drust,

Thank you for taking the time to speak with us on Tuesday. It means a lot to the Sikh community to have the opportunity to engage in proactive dialogue with you through our team. Below is a summary of action points before we meet again with you in 4-6 weeks.

In the short term:

- 1.
2. Assistant Superintendent
3. Layman and Ms. Drust, as we shared, April is **Sikh Awareness and Appreciation**
4. **Month (SAAM)** in New Jersey. Ideas for your school district to celebrate diversity in April
5. can include:
6.
 -
 - Setting up a library display
 - [in open libraries](#) in your district using our [Library](#)
 - [Too kit](#).
 -
 -
 - Doing an activity with elementary
 - students from our "Sikh Celebrations" resource that will be launched next week.
 -

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4. Layman and Ms. Drust, please find linked the following **documents to be**
5. **shared with staff and administrators** across the district through your staff portal for
6. your review:

7.

-
- [Sikhism:](#)
- [An Educator's Guide.](#)
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- [Go](#)
- [Home Terrorist bullying report.](#)
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4. Assistant Superintendent
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9. with
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11. *District Supervisor of Social Studies*;
12. and *Edison Township Public Schools*,
13. with Shannon Marasco,
14. *Middle School Supervisor of Social Studies*,
15. and Mark DiGiovacchino, *Supervisor of Social Studies Grades 9-12*.

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5. Ms. Drust, please see the
6. following **instructional material for use in K-12 social studies classrooms**
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- [National](#)
- [Council for the Social Studies Chapter on Teaching About S khism](#), which also doubles
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-

-
- [Sikhism](#)
- [hub on C3Teachers website](#) for teaching about Sikhism through inquiry.
-
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- [Elementary](#)
- [school resources](#) (including discussion guides for children's books).
-
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- [Middle/High](#)
- [school resources.](#)
-
-
- Lesson plan on
- [Stockton.](#)
- [California: The Story of Sikh Immigration](#)
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-
- Lesson plan: comparing and
- contrasting world religions. Created with WAYNE RESA, Michigan. *PDF Attached.*
-

In the long-term:

- 5.
6. We look forward to receiving
7. more information about the **Diversity Council**
8. and how the Sikh community can be involved.
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- 10.
11. Please let us know if we
12. [can help in identifying any external organizations for anti-bias training that are in our network.](#) I had previously signposted the
13. [Supporting Inclusive Practices, Equity](#)
14. [in Education course by Epoch Education](#); or the Learning for Justice (formerly known
15. [as Teaching Tolerance](#))
16. [anti-bias trainings.](#)
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- 18.
19. Once schools have fully
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21. **Sikh Awareness Presentations for classrooms.**
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23. is a video which shares the positive impact these presentations had for 1200 students from Monroe-Woodbury School District in New York.
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26. We look forward to following

27. up with you about **creating an opportunity to engage in a proactive dialogue**

28. **with the Monroe Township Sikh community directly.** Having a channel to foster a relationship

29. moving forward will mean a lot to the community, and we believe is a necessary step to move forward in a positive direction. Assistant Superintendent Layman, in a post-COVID world, the community would be very happy to host you and members of your team at the

30. local Gurdwara (Sikh house of worship).

31.

It would be great to get our next meeting on everyone's calendar. Please suggest a couple times that work for all of you 4-6 weeks from now, our team is happy to meet the needs of your schedule.

Thank you again for your time and for taking steps to create safer and more inclusive classrooms in New Jersey's schools. We are sending you all positive energy as you all prepare for the next phase of reopening and hoping that you all stay safe and well in this time.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[*50 Broad St, Suite 504*](#)
[*New York, NY 10004*](#)
(201) 416-9825
(212) 655-3095 ext **86**
fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 04/28/2021 04:12:20 PM
To: Kelly Roselle <Kelly.Roselle@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Meeting with Families from Sikh Coalition
Attachments: attachment.ics

Good afternoon,

As a follow up from the meeting previously held with the Sikh Coalition, we are looking to schedule a meeting with our families. We have secured this date and I will know who will be attending by the end of the week. if you are able, we would like for you to join us.

Thank you,
Dori

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/23/2021 11:05:03 AM
michele.arminio@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; kbelko@monroe.k12.nj.us; kbierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Andy.Paluri@monroe.k12.nj.us; Rupa.Siegel@monroe.k12.nj.us; cskurbe@monroe.k12.nj.us;
To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: MonroeTownshipLetterSikh2021.pdf

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Monroe Township
School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen
Kaur and I serve as the Education & Community Engagement Manager at the
[Sikh Coalition](http://www.sikhcoalition.org),
the nation's largest Sikh civil rights organization.

Attached, you will find a letter for
your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District
in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth
special assembly.

**We hope to see
your response to this letter by Monday March 1st**, and will follow up if we have not heard from you by then.

Please do not hesitate
to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive
school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
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[*50 Broad St. Suite 504*](#)
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(212) 655-3095 ext 86
fax: (212) 208-4611

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From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 04/07/2021 06:42:59 PM
To: Dori Alvich <Dori.Alvich@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; education <education@sikhcoalition.org>; Pritpal Kaur <prtipal@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Hello
Dr. Alvich.

Per your request, we can share the names of students whose families have given us permission to disclose the fact that they received incorrect letters, however there is no way for us to know if this is indeed all of the families who were affected by this oversight. So, we strongly recommend that you resend all of the letters to the correct students in order to make sure everyone is aware of the status of their individual HIB investigations and outcomes, regardless of whether they appear on this list.

As a reminder, we have written to you to make you aware of several significant concerns related to the district's HIB investigation process, the responses various families received regarding the outcome, and the district's violation of its own student privacy policies which have now led to significant confusion and angst on the part of the students involved. This is not just limited to the handful of families we can confirm received incorrect letters, this has raised concerns again for many.

As you can imagine, the affected students and their families are concerned about this violation of their privacy and would like to know exactly what went wrong with the letter distribution and how the district intends to rectify this on a larger level. Additionally, this act calls into question the legitimacy of the HIB investigations in general and leaves these families feeling further marginalized by this school district and its administration when they appear interchangeable with other Sikh families within the school district.

Again,
in light of these troubling new developments, please let us know when you can meet with us in the next two weeks as it is imperative to discuss these new concerns regarding the privacy violations that occurred and what your administration plans to do to address this, as well as the families other pressing concerns regarding the marginalization of their community by the school district. We look forward to your prompt response.

Here

is the list of the students whose families we can confirm received incorrect letters:

-
- | Age Group | A (%) | B (%) | C (%) | D (%) |
|-----------|-------|-------|-------|-------|
| 18-24 | 45 | 35 | 15 | 5 |
| 25-34 | 55 | 30 | 10 | 5 |
| 35-44 | 40 | 35 | 15 | 10 |
| 45-54 | 50 | 30 | 10 | 10 |
| 55-64 | 60 | 25 | 10 | 5 |
| 65-74 | 70 | 20 | 10 | 0 |
| 75+ | 85 | 10 | 5 | 0 |

Best,
Harleen
Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
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On Tue, Apr 6, 2021 at 11:27 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I am sorry to hear there was an error with the letters received. If you can send me the names of who was affected by this, I will reach out to the families to ensure they receive the correct letters. My secretary is not in today so I was not able to ask her about the issue with the letters, but I will follow up with her before reaching out to the families.

Thank you for making me aware.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

“They may forget what you said but they will not forget how you made them feel.”

— Carl Buechner

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Monday, March 29, 2021 8:00 AM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>;
education <education@sikhcoalition.org>; Pritpal Kaur <prtipal@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Dear Superintendent Dr. Alvich, Assistant Superintendent Layman, and Principal Chanley,

Please find attached to this email a letter in response to the HIB investigation letters mailed from your district administration to Sikh families. We hope to hear from you in the next few days to schedule a follow up meeting to discuss these concerns.

Please let me know if you have any questions.

Best,

Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

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On Fri, Mar 19, 2021 at 9:10 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

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Have a great weekend.

Sincerely,

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 - in open libraries in your district using our [L brary](#)
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- Doing an activity with elementary
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12. can help in identifying any external organizations for anti-bias training that are in our network. I had previously signposted the

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[14. in Education course by Epoch Education](#); or the Learning for Justice (formerly known

15. as Teaching Tolerance)

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30. local Gurdwara (Sikh house of worship).

31.

It would be great to get our next meeting on everyone's calendar. Please suggest a couple times that work for all of you 4-6 weeks from now, our team is happy to meet the needs of your schedule.

Thank you again for your time and for taking steps to create safer and more inclusive classrooms in New Jersey's schools. We are sending you all positive energy as you all prepare for the next phase of reopening and hoping that you all stay safe and well in this time.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

(she/her)

The Sikh Coalition

www.sikhcoalition.org

harleen@sikhcoalition.org

[50 Broad St, Suite 504](#)

[New York, NY 10004](#)

(201) 416-9825

(212) 655-3095 ext **86**

fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/23/2021 11:05:03 AM
michele.arminio@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; kbelko@monroe.k12.nj.us; kbierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Andy.Paluri@monroe.k12.nj.us; Rupa.Siegel@monroe.k12.nj.us; cskurbe@monroe.k12.nj.us;
To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: MonroeTownshipLetterSikh2021.pdf

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Monroe Township
School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen
Kaur and I serve as the Education & Community Engagement Manager at the
[Sikh Coalition](http://www.sikhcoalition.org),
the nation's largest Sikh civil rights organization.

Attached, you will find a letter for
your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District
in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth
special assembly.

**We hope to see
your response to this letter by Monday March 1st**, and will follow up if we have not heard from you by then.

Please do not hesitate
to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive
school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](http://www.sikhcoalition.org/50-Broad-St-Suite-504-New-York-NY-10004)
[New York, NY 10004](http://www.sikhcoalition.org/50-Broad-St-Suite-504-New-York-NY-10004)
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fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent time: 03/04/2021 10:05:44 AM
To: Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>
Cc: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Yes of course.

Sent from Chari R. Chanley's iPhone

On Mar 4, 2021, at 9:23 AM, Laurie McConnell <Laurie.McConnell@monroe.k12.nj.us> wrote:

Yes.

*Laurie McConnell
Supervisor of Grants, Testing, and Special Projects
Monroe Township School District
732-521-1500 ext. 5221*

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Date: Thursday, March 4, 2021 at 9:20 AM
To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>, Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: FW: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Good morning,

This is the group that sent the letter after the incident at the middle school on Feb. 8. I agreed to meet with them to hear their ideas of how we can communicate our HIB procedures and they would like to share some information with us. Would you agree to be a part of the meeting? If so, I will set something up with them but it will have to be during the week of March 15.

Thank you,
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

*"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." –
Bethany Hill*

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Wednesday, March 3, 2021 6:42 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Hi Dr. Alvich,

Thank you for being so open to meet with us. We are looking forward to continued communication about how we can work to make this district safer and more inclusive for all students in response to the February 8th cyberbullying incident.

We are happy to meet with you any time next week to discuss the asks from our original letter **which I will detail again below.**

-
- Teaching about
- [Sikhism has been in New Jersey's social studies standards since 2009](#)
- as a result of the Sikh Coalition's advocacy. An
- [article published by the New Jersey School Boards Association](#)
- highlights the importance of teaching about Sikhism in the classroom.
-
- **The School District should commit all social studies teachers and coordinators to a 60 minute virtual professional development**
- **session (free of charge)**
- **with the Sikh Coalition** so that they have the curricular and instructional tools to implement a more inclusive curriculum which includes
- teaching about Sikhism. This can be arranged through the Sikh Coalition's Education Team who can be reached at
- education@sikhcoalition.org.
-
-
- The School District should
- **commit to broader professional development for creating safer and inclusive classrooms for all students**
- through courses such as the
- [Supporting Inclusive Practices, Equity in Education course by Epoch Education](#);
- or the Learning for Justice (formerly known as Teaching Tolerance)
- [anti-bias trainings](#).
-
-
- The School District should
- **commit to Sikh Awareness Presentations**
- for all students in the future.
-
-
- **Share**
- the
- [Sikh Coalition's Educator's Guide](#)
- with all staff (administrative and teaching) in the School District.
-
-
- **Share**
- the
- [Sikh Coalition's Bullying Report, 'Go Home Terrorist'](#)
- with all staff (administrative and teaching) in the School District and **implement the relevant recommendations.**
-

If this meeting still works for you, we envision this meeting to be between relevant colleagues from your office along with our Sikh Coalition Education team.

I will be offline on Friday, so please bear with me if I'm slightly slower to respond. We are happy to work

with your schedule next week, so feel free to suggest a couple of time slots that work best for you. I am looping in the rest of our education team as well.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Mon, Mar 1, 2021 at 2:01 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I look forward to meeting with you. If you can send me a few dates over the next few weeks, I will work with our team here to get back to you.
Thank you,

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." –
Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Monday, March 1, 2021 1:13 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our

perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St. Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"When it rains look for rainbows, when it's dark look for stars."

— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Friday, February 26, 2021 4:10 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

Please see the attached letter in response to your letter. I look forward to hearing from you and working together.

Dr. Dori Alvich

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Tuesday, February 23, 2021 11:05 AM

To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](https://www.sikhcoalition.org), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager
(she/her)

The Sikh Coalition

www.sikhcoalition.org

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[*50 Broad St. Suite 504*](#)

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(212) 655-3095 ext **86**

fax: (212) 208-4611

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From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/23/2021 11:05:03 AM
michele.arminio@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; kbelko@monroe.k12.nj.us; kbierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Andy.Paluri@monroe.k12.nj.us; Rupa.Siegel@monroe.k12.nj.us; cskurbe@monroe.k12.nj.us;
To: Peter.Tufano@monroe.k12.nj.us; Paul.Rutsky@monroe.k12.nj.us; cathy.varacallo@monroe.k12.nj.us; dgialane@monroe.k12.nj.us; vanessa.calo@monroe.k12.nj.us; mtaylor@monroe.k12.nj.us; Dori Alvich@monroe.k12.nj.us; dorothy.domke@monroe.k12.nj.us; adam.layman@monroe.k12.nj.us; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: James.Higgins@monroe.k12.nj.us; Scott.Sidler@monroe.k12.nj.us; Patricia.Smith@monroe.k12.nj.us; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: MonroeTownshipLetterSikh2021.pdf

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Regards,
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Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent time: 03/04/2021 10:22:33 AM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

March 16 is the best but I will make anything work.

Sent from Chari R. Chanley's iPhone

On Mar 4, 2021, at 10:16 AM, Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Thank you. I know Danielle will return the week of March 15 so I will suggest a few dates. If there are any dates that do not work for you, please let me know.

Thank you

March 16 after 12
March 18 anytime
March 19 after 12

Thanks
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

*"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." –
Bethany Hill*

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, March 4, 2021 10:06 AM
To: Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>
Cc: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Yes of course.

Sent from Chari R. Chanley's iPhone

On Mar 4, 2021, at 9:23 AM, Laurie McConnell <Laurie.McConnell@monroe.k12.nj.us> wrote:

Yes.

*Laurie McConnell
Supervisor of Grants, Testing, and Special Projects
Monroe Township School District
732-521-1500 ext. 5221*

From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>

Date: Thursday, March 4, 2021 at 9:20 AM

To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>, Chari Chanley

<Chari.Chanley@Monroe.K12.NJ.US>, Laurie McConnell

<Laurie.McConnell@Monroe.K12.NJ.US>, Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>

Subject: FW: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Good morning,

This is the group that sent the letter after the incident at the middle school on Feb. 8. I agreed to meet with them to hear their ideas of how we can communicate our HIB procedures and they would like to share some information with us. Would you agree to be a part of the meeting? If so, I will set something up with them but it will have to be during the week of March 15.

Thank you,
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Wednesday, March 3, 2021 6:42 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>

Cc: education <education@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Hi Dr. Alvich,

Thank you for being so open to meet with us. We are looking forward to continued communication about how we can work to make this district safer and more inclusive for all students in response to the February 8th cyberbullying incident.

We are happy to meet with you any time next week to discuss the asks from our original letter **which I will detail again below.**

- - Teaching about
 - [Sikhism has been in New Jersey's social studies standards since 2009](#)
 - as a result of the Sikh Coalition's advocacy. An
 - [article published by the New Jersey School Boards Association](#)
 - highlights the importance of teaching about Sikhism in the classroom.
-
- The School District should commit all social studies teachers and coordinators to a 60 minute virtual professional development
 - session *(free of charge)*

- **with the Sikh Coalition** so that they have the curricular and instructional tools to implement a more inclusive curriculum which includes
- teaching about Sikhism. This can be arranged through the Sikh Coalition's Education Team who can be reached at
- education@sikhcoalition.org.
-
-
- The School District should
- **commit to broader professional development for creating safer and inclusive classrooms for all students**
- through courses such as the
- [Supporting Inclusive Practices, Equity in Education course by Epoch Education](#);
- or the Learning for Justice (formerly known as Teaching Tolerance)
- [anti-bias trainings](#).
-
-
- The School District should
- **commit to Sikh Awareness Presentations**
- for all students in the future.
-
-
- **Share**
- the
- [Sikh Coalition's Educator's Guide](#)
- with all staff (administrative and teaching) in the School District.
-
-
- **Share**
- the
- [Sikh Coalition's Bullying Report, 'Go Home Terrorist'](#)
- with all staff (administrative and teaching) in the School District and **implement the relevant recommendations**.
-

If this meeting still works for you, we envision this meeting to be between relevant colleagues from your office along with our Sikh Coalition Education team.

I will be offline on Friday, so please bear with me if I'm slightly slower to respond. We are happy to work with your schedule next week, so feel free to suggest a couple of time slots that work best for you. I am looping in the rest of our education team as well.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

—
This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

On Mon, Mar 1, 2021 at 2:01 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I look forward to meeting with you. If you can send me a few dates over the next few weeks, I will

work with our team here to get back to you.
Thank you,

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Monday, March 1, 2021 1:13 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St. Suite 504](#)

—
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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"When it rains look for rainbows, when it's dark look for stars."

— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Friday, February 26, 2021 4:10 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley
<Chari.Chanley@Monroe.K12.NJ.US>

Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman
<Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with

you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
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fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroek12.nj.us> wrote:

Ms. Kaur,
Please see the attached letter in response to your letter. I look forward to hearing from you and working together.
Dr. Dori Alvich

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Tuesday, February 23, 2021 11:05 AM
To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](http://www.sikhcoalition.org), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St. Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86

fax: (212) 208-4611

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From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 04/06/2021 11:27:18 AM
To: Harleen Kaur <harleen@sikhcoalition.org>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>; Pritpal Kaur <prtipal@sikhcoalition.org>
Subject: RE: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

Ms. Kaur,

I am sorry to hear there was an error with the letters received. If you can send me the names of who was affected by this, I will reach out to the families to ensure they receive the correct letters. My secretary is not in today so I was not able to ask her about the issue with the letters, but I will follow up with her before reaching out to the families.

Thank you for making me aware.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"They may forget what you said but they will not forget how you made them feel."

– Carl Buechner

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Monday, March 29, 2021 8:00 AM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>; Pritpal Kaur <prtipal@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Dear Superintendent Dr. Alvich, Assistant Superintendent Layman, and Principal Chanley,

Please find attached to this email a letter in response to the HIB investigation letters mailed from your district administration to Sikh families. We hope to hear from you in the next few days to schedule a follow up meeting to discuss these concerns.

Please let me know if you have any questions.

Best,

Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
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(201) 416-9825

(212) 655-3095 ext 86

fax: (212) 208-4611

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On Fri, Mar 19, 2021 at 9:10 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Thank you for the email. We all look forward to the collaboration. I will reach out after our spring break to schedule a follow up meeting.

Have a great weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Thursday, March 18, 2021 1:29 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>

Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>

Subject: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Dear Superintendent Alvich, Assistant Superintendent Layman, Principal Chanley, and Ms. Drust,

Thank you for taking the time to speak with us on Tuesday. It means a lot to the Sikh community to have the opportunity to engage in proactive dialogue with you through our team. Below is a summary of action points before we meet again with you in 4-6 weeks.

In the short term:

1.
 2. Assistant Superintendent
 3. Layman and Ms. Drust, as we shared, April is **Sikh Awareness and Appreciation**
 4. **Month (SAAM)** in New Jersey. Ideas for your school district to celebrate diversity in April
 5. can include:
 6.
 -
 - Setting up a library display
 - in open libraries in your district using our [Library Toolkit](#).
 -
 -
 - Doing an activity with elementary
 - students from our "Sikh Celebrations" resource that will be launched next week.
 -
2.
 3. Assistant Superintendent
 4. Layman and Ms. Drust, please find linked the following **documents to be**
 5. **shared with staff and administrators** across the district through your staff portal for your review:
6.
 7.
 -
 - [Sikhism:](#)
 - [An Educator's Guide.](#)
 -

-
- [Go](#)
- [Home Terrorist bullying report.](#)
-

3.

4. Assistant Superintendent

5. Layman and Ms. Drust, we also look forward to hearing from you to schedule a

6. **60-90 professional development session** which can be tailored to your needs. This can potentially

7. include an introduction to the Sikh community, issues that Sikh students face in schools, and tools for creating safer and more inclusive classrooms. As mentioned on the call, other New Jersey school districts we have worked with to deliver presentations have

8. included *Morris Hills Regional School District*,

9. with

10. Krystal Beck,

11. *District Supervisor of Social Studies*;

12. and *Edison Township Public Schools*,

13. with Shannon Marasco,

14. *Middle School Supervisor of Social Studies*,

15. and Mark DiGiovacchino, *Supervisor of Social Studies Grades 9-12*.

16.

4.

5. Ms. Drust, please see the

6. following **instructional material for use in K-12 social studies classrooms**

7. for your review. We would appreciate if you could let us know when it might be possible to walk through these resources with you and the social studies teachers on your team in more detail, to bring you all to a place where you feel comfortable and confident

8. in delivering them:

9.

-
- [National](#)
- [Council for the Social Studies Chapter on Teaching About Sikhism](#), which also doubles
- up as a lesson plan.
-
-
- [Sikhism](#)
- [hub on C3Teachers website](#) for teaching about Sikhism through inquiry.
-
-
- [Elementary](#)
- [school resources](#) (including discussion guides for children's books).
-
-
- [Middle/High](#)
- [school resources](#).

-
-
- Lesson plan on
- [Stockton,](#)
- [California: The Story of Sikh Immigration](#)
-
-
- Lesson plan: comparing and
- contrasting world religions. Created with WAYNE RESA, Michigan. *PDF Attached.*
-

In the long-term:

- 5.
6. We look forward to receiving
7. more information about the **Diversity Council**
8. and how the Sikh community can be involved.
- 9.
- 10.
11. Please let us know if we
12. can help in identifying any external organizations for anti-bias training that are in our network. I had previously signposted the
13. [Supporting Inclusive Practices, Equity](#)
14. [in Education course by Epoch Education](#); or the Learning for Justice (formerly known
15. as Teaching Tolerance)
16. [anti-bias trainings](#).
- 17.
- 18.
19. Once schools have fully
20. reopened safely, we look forward to following up with you about conducting
21. **Sikh Awareness Presentations for classrooms.**
22. [Here](#)
23. is a video which shares the positive impact these presentations had for 1200 students from Monroe-Woodbury School District in New York.
- 24.
- 25.
26. We look forward to following
27. up with you about **creating an opportunity to engage in a proactive dialogue**
28. **with the Monroe Township Sikh community directly.** Having a channel to foster a relationship
29. moving forward will mean a lot to the community, and we believe is a necessary step to move forward in a positive direction. Assistant Superintendent Layman, in a post-COVID world, the community would be very happy to host you and members of your team at the
30. local Gurdwara (Sikh house of worship).
- 31.

It would be great to get our next meeting on everyone's calendar. Please suggest a couple times that work for all of you 4-6 weeks from now, our team is happy to meet the needs of your schedule.

Thank you again for your time and for taking steps to create safer and more inclusive classrooms in New Jersey's schools. We are sending you all positive energy as you all prepare for the next phase of reopening and hoping that you all stay safe and well in this time.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
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(212) 655-3095 ext 86
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From: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Sent time: 03/04/2021 09:20:09 AM
To: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>
Subject: FW: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

Good morning,

This is the group that sent the letter after the incident at the middle school on Feb. 8. I agreed to meet with them to hear their ideas of how we can communicate our HIB procedures and they would like to share some information with us. Would you agree to be a part of the meeting? If so, I will set something up with them but it will have to be during the week of March 15.

Thank you,
Dori

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Wednesday, March 3, 2021 6:42 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Hi Dr. Alvich,

Thank you for being so open to meet with us. We are looking forward to continued communication about how we can work to make this district safer and more inclusive for all students in response to the February 8th cyberbullying incident.

We are happy to meet with you any time next week to discuss the asks from our original letter **which I will detail again below.**

-
- Teaching about
- Sikhism has been in New Jersey's social studies standards since 2009
- as a result of the Sikh Coalition's advocacy. An
- article published by the New Jersey School Boards Association
- highlights the importance of teaching about Sikhism in the classroom.
- **The School District should commit all social studies teachers and coordinators to a 60 minute virtual professional development**
- **session (free of charge)**
- **with the Sikh Coalition** so that they have the curricular and instructional tools to implement a more inclusive

curriculum which includes

- teaching about Sikhism. This can be arranged through the Sikh Coalition's Education Team who can be reached at
- education@sikhcoalition.org.
-
-
- The School District should
- **commit to broader professional development for creating safer and inclusive classrooms for all students**
- through courses such as the
- [Supporting Inclusive Practices, Equity in Education course by Epoch Education](#);
- or the Learning for Justice (formerly known as Teaching Tolerance)
- [anti-bias trainings](#).
-
-
- The School District should
- **commit to Sikh Awareness Presentations**
- for all students in the future.
-
-
- **Share**
- the
- [Sikh Coalition's Educator's Guide](#)
- with all staff (administrative and teaching) in the School District.
-
-
- **Share**
- the
- [Sikh Coalition's Bullying Report, 'Go Home Terrorist'](#)
- with all staff (administrative and teaching) in the School District and **implement the relevant recommendations**.
-

If this meeting still works for you, we envision this meeting to be between relevant colleagues from your office along with our Sikh Coalition Education team.

I will be offline on Friday, so please bear with me if I'm slightly slower to respond. We are happy to work with your schedule next week, so feel free to suggest a couple of time slots that work best for you. I am looping in the rest of our education team as well.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

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www.sikhcoalition.org
harleen@sikhcoalition.org
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On Mon, Mar 1, 2021 at 2:01 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
I look forward to meeting with you. If you can send me a few dates over the next few weeks, I will work with our team here to get back to you.
Thank you,

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

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Sent: Monday, March 1, 2021 1:13 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laurie McConnell <Laurie.McConnell@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Happy Monday, I hope this email finds you both doing well coming off the weekend.

Thank you for communicating on Friday that our letter initiated a harassment, intimidation, and bullying (HIB) investigation. While the intent of the letter was explicitly designed to raise concerns around the cyberbullying incident and response, we didn't realize that by having individual students sign onto the letter that it would kickstart an interview process in accordance with HIB law.

We have communicated this HIB investigation information directly to Sikh students and parents and also shared how they can stop the interviews from happening if they wish to do so. From our perspective, this is the sort of critical information and context that should be shared directly to these Sikh students and parents before their children are pulled for interviews. If they had understood this detail last week, it would have immediately cleared up a ton of confusion and concerns.

That said, we really want to reiterate our deep thanks for your immediate response and action last week and for taking the requests in the letter so seriously. We are really grateful for the clarification on the student interviews and look forward to scheduling the stakeholder meeting. Please let us know how to go about scheduling a community roundtable meeting with your office and the Sikh community of Monroe Township Schools. We are happy to help coordinate this.

Best wishes,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

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harleen@sikhcoalition.org
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On Fri, Feb 26, 2021 at 4:59 PM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

I have received your letter in response to my correspondence. Your letter initiated a harassment, intimidation, and bullying (HIB) investigation covered under the NJ HIB law. The interviews you reference are in accordance with the HIB law. Districts must follow a strict timeline with regards to investigation and we cannot stop the process.

If a parent does not want their child to participate in the HIB investigation, they should email the school principal and anti-bullying specialist that they do not want their child to participate and they are not individually claiming to be a victim of the HIB as a result of the incident as indicated in your letter.

I look forward to the anticipated meeting in the near future.

Thank you and have a good weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"When it rains look for rainbows, when it's dark look for stars."
— Oscar Wilde

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent: Friday, February 26, 2021 4:10 PM
To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Dr. Alvich,

We would like to follow up with you in regards to our previous email and attached letter in response, including our time sensitive request to kindly please stop scheduling interviews with Sikh students.

Going into the weekend, parents of these students are alarmed at the scheduling of these interviews. **We request that you respond by the end of the day today with confirmation that these interviews will not take place.**

We look forward to your response, and again we look forward to remaining in communication with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
[50 Broad St, Suite 504](#)
[New York, NY 10004](#)
(201) 416-9825
(212) 655-3095 ext 86
fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

On Fri, Feb 26, 2021 at 1:10 PM Harleen Kaur <harleen@sikhcoalition.org> wrote:

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
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fax: (212) 208-4611

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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,
Please see the attached letter in response to your letter. I look forward to hearing from you and working together.
Dr. Dori Alvich

Sincerely,
Dr. Dori L. Alvich
Superintendent of Schools
Monroe Township School District
423 Buckelew Avenue
Monroe Township, NJ 08831
(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." –
Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Tuesday, February 23, 2021 11:05 AM

To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](https://www.sikhcoalition.org), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
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fax: (212) 208-4611

—
This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 02/26/2021 01:10:43 PM
To: Dori Alvich <Dori.Alvich@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Cc: Michele Arminio <Michele.Arminio@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; education <education@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Sikh community response: MTMS cyberbullying incident
Attachments: Letter-MTS-2.26.pdf

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Monroe Township IT Department

Dear Dr. Alvich and Principal Chanley,

Thank you for your timely and thoughtful response. Please find attached our letter in response, including a time sensitive request to kindly please stop interviewing Sikh students, which you can find more detailed in our letter. We look forward to receiving confirmation from you before the weekend.

We look forward to working with you and remaining in contact with you as we move forward.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
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On Fri, Feb 26, 2021 at 9:12 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Ms. Kaur,

Please see the attached letter in response to your letter. I look forward to hearing from you and working together.

Dr. Dori Alvich

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Tuesday, February 23, 2021 11:05 AM

To: Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Andy Paluri <Andy.Paluri@monroe.k12.nj.us>; Rupa Siegel <Rupa.Siegel@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Paul Rutsky <Paul.Rutsky@Monroe.K12.NJ.US>; Cathy Varacallo <Cathy.Varacallo@Monroe.K12.NJ.US>; Deborah Gialanella <Deborah.Gialanella@Monroe.K12.NJ.US>; Vanessa Calo <Vanessa.Calo@monroe.k12.nj.us>; Marianne Taylor <Marianne.Taylor@Monroe.K12.NJ.US>; Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Dorothy Domke <Dorothy.Domke@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: James Higgins <James.Higgins@Monroe.K12.NJ.US>; Scott Sidler <Scott.Sidler@Monroe.K12.NJ.US>; Patricia Smith <Patricia.Smith@Monroe.K12.NJ.US>; education <education@sikhcoalition.org>

Subject: [External Email]Sikh community response: MTMS cyberbullying incident

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Monroe Township IT Department

Dear Monroe Township School District Board of Education, Superintendent Alvich, and Principal Chanley,

My name is Harleen Kaur and I serve as the Education & Community Engagement Manager at the [Sikh Coalition](#), the nation's largest Sikh civil rights organization.

Attached, you will find a letter for your attention from 20 Sikh students and 55 Sikh parents part of the Monroe Township School District in response to the disturbing February 8, 2021 cyberbullying incident that occurred during the virtual Teen Truth special assembly.

We hope to see your response to this letter by Monday March 1st, and will follow up if we have not heard from you by then.

Please do not hesitate to contact us if you have any questions. We look forward to working with you to ensure safer and more inclusive school climates for all students.

Regards,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

(she/her)

The Sikh Coalition

www.sikhcoalition.org

harleen@sikhcoalition.org

[*50 Broad St, Suite 504*](#)

[*New York, NY 10004*](#)

(201) 416-9825

(212) 655-3095 ext **86**

fax: (212) 208-4611

This e-mail may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and notify us immediately.

From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 03/29/2021 08:00:00 AM
To: Dori Alvich <Dori.Alvich@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
Subject: [External Email]Re: [External Email]Following up: Sikh community response MTMS cyberbullying incident
Attachments: MTS-Letter-3.28.pdf

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Monroe Township IT Department

Dear Superintendent Dr. Alvich, Assistant Superintendent Layman, and Principal Chanley,

Please find attached to this email a letter in response to the HIB investigation letters mailed from your district administration to Sikh families. We hope to hear from you in the next few days to schedule a follow up meeting to discuss these concerns.

Please let me know if you have any questions.

Best,

Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ
Education & Community Engagement Manager
(she/her)

The Sikh Coalition
www.sikhcoalition.org
harleen@sikhcoalition.org
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(212) 655-3095 ext 86
fax: (212) 208-4611

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On Fri, Mar 19, 2021 at 9:10 AM Dori Alvich <Dori.Alvich@monroe.k12.nj.us> wrote:

Thank you for the email. We all look forward to the collaboration. I will reach out after our spring break to schedule a follow up meeting.

Have a great weekend.

Sincerely,

Dr. Dori L. Alvich

Superintendent of Schools

Monroe Township School District

423 Buckelew Avenue

Monroe Township, NJ 08831

(732)521-1500

"Every child you pass in the hall has a story that needs to be heard. Maybe you are the one meant to hear it." – Bethany Hill

From: Harleen Kaur <harleen@sikhcoalition.org>

Sent: Thursday, March 18, 2021 1:29 PM

To: Dori Alvich <Dori.Alvich@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Danielle Drust <Danielle.Drust@Monroe.K12.NJ.US>

Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>

Subject: [External Email]Following up: Sikh community response MTMS cyberbullying incident

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Monroe Township IT Department

Dear Superintendent Alvich, Assistant Superintendent Layman, Principal Chanley, and Ms. Drust,

Thank you for taking the time to speak with us on Tuesday. It means a lot to the Sikh community to have the opportunity to engage in proactive dialogue with you through our team. Below is a summary of action points before we meet again with you in 4-6 weeks.

In the short term:

1.

2. Assistant Superintendent

3. Layman and Ms. Drust, as we shared, April is **Sikh Awareness and Appreciation**

4. **Month (SAAM)** in New Jersey. Ideas for your school district to celebrate diversity in April

5. can include:

6.

-
- Setting up a library display
- in open libraries in your district using our [Library](#)
- [Too kit](#).
-
-
- Doing an activity with elementary
- students from our "Sikh Celebrations" resource that will be launched next week.
-

2.

3. Assistant Superintendent

4. Layman and Ms. Drust, please find linked the following **documents to be**

5. **shared with staff and administrators** across the district through your staff portal for your review:

6.

7.

-
- [Sikhism:](#)
- [An Educator's Guide.](#)
-
-
- [Go](#)
- [Home Terrorist bullying report.](#)
-

3.

4. Assistant Superintendent

5. Layman and Ms. Drust, we also look forward to hearing from you to schedule a

6. **60-90 professional development session** which can be tailored to your needs. This can potentially

7. include an introduction to the Sikh community, issues that Sikh students face in schools, and tools for creating safer and more inclusive classrooms. As mentioned on the call, other New Jersey school districts we have worked with to deliver presentations have

8. included *Morris Hills Regional School District*,

9. with

10. Krystal Beck,

11. *District Supervisor of Social Studies*;

12. and *Edison Township Public Schools*,

13. with Shannon Marasco,

14. *Middle School Supervisor of Social Studies*,

15. and Mark DiGiovacchino, *Supervisor of Social Studies Grades 9-12*.

16.

4.

5. Ms. Drust, please see the

6. following **instructional material for use in K-12 social studies classrooms**

7. for your review. We would appreciate if you could let us know when it might be possible to walk through these resources with you and the social studies teachers on your team in more detail, to bring you all to a place where you feel comfortable and confident

8. in delivering them:

9.

-
- [National](#)
- [Council for the Social Studies Chapter on Teaching About Sikhism](#), which also doubles
- up as a lesson plan.
-

-
- [Sikhism](#)
- [hub on C3Teachers website](#) for teaching about Sikhism through inquiry.
-
-
- [Elementary](#)
- [school resources](#) (including discussion guides for children's books).
-
-
- [Middle/High](#)
- [school resources.](#)
-
-
- Lesson plan on
- [Stockton.](#)
- [California: The Story of Sikh Immigration](#)
-
-
- Lesson plan: comparing and
- contrasting world religions. Created with WAYNE RESA, Michigan. *PDF Attached.*
-

In the long-term:

- 5.
6. We look forward to receiving
7. more information about the **Diversity Council**
8. and how the Sikh community can be involved.
- 9.
- 10.
11. Please let us know if we
12. can help in identifying any external organizations for anti-bias training that are in our network. I had previously signposted the
13. [Supporting Inclusive Practices, Equity](#)
14. [in Education course by Epoch Education](#); or the Learning for Justice (formerly known
15. as Teaching Tolerance)
16. [anti-bias trainings.](#)
- 17.
- 18.

19. Once schools have fully
20. reopened safely, we look forward to following up with you about conducting
21. **Sikh Awareness Presentations for classrooms.**
22. [Here](#)
23. is a video which shares the positive impact these presentations had for 1200 students from Monroe-Woodbury School District in New York.
- 24.
- 25.
26. We look forward to following
27. up with you about **creating an opportunity to engage in a proactive dialogue**
28. **with the Monroe Township Sikh community directly.** Having a channel to foster a relationship
29. moving forward will mean a lot to the community, and we believe is a necessary step to move forward in a positive direction. Assistant Superintendent Layman, in a post-COVID world, the community would be very happy to host you and members of your team at the
30. local Gurdwara (Sikh house of worship).
- 31.

It would be great to get our next meeting on everyone's calendar. Please suggest a couple times that work for all of you 4-6 weeks from now, our team is happy to meet the needs of your schedule.

Thank you again for your time and for taking steps to create safer and more inclusive classrooms in New Jersey's schools. We are sending you all positive energy as you all prepare for the next phase of reopening and hoping that you all stay safe and well in this time.

Best,
Harleen Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager

(she/her)

The Sikh Coalition

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From: Harleen Kaur <harleen@sikhcoalition.org>
Sent time: 03/18/2021 01:29:24 PM
To: danielle.drust@monroe.k12.nj.us; Dori Alvich <Dori.Alvich@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>; Adam Layman <adam.layman@monroe.k12.nj.us>
Cc: education <education@sikhcoalition.org>; Pritpal Kaur <pritpal@sikhcoalition.org>
Subject: [External Email]Following up: Sikh community response MTMS cyberbullying incident
Attachments: world religions mc3 unit 3 supplements with Sikhism March 21.pdf

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Monroe Township IT Department

Dear

Superintendent Alvich, Assistant Superintendent Layman, Principal Chanley, and Ms. Drust,

Thank

you for taking the time to speak with us on Tuesday. It means a lot to the Sikh community to have the opportunity to engage in proactive dialogue with you through our team. Below is a summary of action points before we meet again with you in 4-6 weeks.

In

the short term:

1.

Assistant Superintendent

Layman and Ms. Drust, as we shared, April is **Sikh Awareness and Appreciation Month (SAAM)** in New Jersey. Ideas for your school district to celebrate diversity in April can include:

- Setting up a library display in open libraries in your district using our [Library Too kit](#).
- Doing an activity with elementary students from our "Sikh Celebrations" resource that will be launched next week.

2.

Assistant Superintendent

Layman and Ms. Drust, please find linked the following **documents to be shared with staff and administrators** across the district through your staff portal for your review:

- [Sikhism: An Educator's Guide.](#)
- [Go Home Terrorist bullying report.](#)

3.

Assistant Superintendent

Layman and Ms. Drust, we also look forward to hearing from you to schedule a **60-90 professional development session** which can be tailored to your needs. This can potentially include an introduction to the Sikh community, issues that Sikh students face in schools, and tools for creating safer and more inclusive classrooms. As mentioned on the call, other New Jersey school districts we have worked with to deliver presentations have included *Morris Hills Regional School District*, with Krystal Beck, *District Supervisor of Social Studies*; and *Edison Township Public Schools*, with Shannon Marasco,

4. Ms. Drust, please see the following **instructional material for use in K-12 social studies classrooms** for your review. We would appreciate if you could let us know when it might be possible to walk through these resources with you and the social studies teachers on your team in more detail, to bring you all to a place where you feel comfortable and confident in delivering them:

- [National Council for the Social Studies Chapter on Teaching About Sikhism](#), which also doubles up as a lesson plan.
- [Sikhism hub on C3Teachers website](#) for teaching about Sikhism through inquiry.
- [Elementary school resources](#) (including discussion guides for children's books).
- [Middle/High school resources](#).
- Lesson plan on [Stockton, California: The Story of Sikh Immigration](#)
- Lesson plan: comparing and contrasting world religions. Created with WAYNE RESA, Michigan. *PDF Attached*.

In the long-term:

5. We look forward to receiving more information about the **Diversity Council** and how the Sikh community can be involved.
6. Please let us know if we can help in identifying any external organizations for anti-bias training that are in our network. I had previously signposted the [Supporting Inclusive Practices. Equity in Education course by Epoch Education](#); or the Learning for Justice (formerly known as Teaching Tolerance) [anti-bias trainings](#).
7. Once schools have fully reopened safely, we look forward to following up with you about conducting **Sikh Awareness Presentations for classrooms**. [Here](#) is a video which shares the positive impact these presentations had for 1200 students from Monroe-Woodbury School District in New York.
8. We look forward to following up with you about **creating an opportunity to engage in a proactive dialogue with the Monroe Township Sikh community directly**. Having a channel to foster a relationship moving forward will mean a lot to the community, and we believe is a necessary step to move forward in a positive direction. Assistant Superintendent Layman, in a post-COVID world, the community would be very happy to host you and members of your team at the local Gurdwara (Sikh house of worship).

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Thank

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Best,
Harleen
Kaur

Harleen Kaur | ਹਰਲੀਨ ਕੌਰ

Education & Community Engagement Manager
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www.sikhcoalition.org

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