



Dignity for All Students Act

2022-2023



Intent

NYS EdLaw Article 2, §10

*“The legislature finds that **students’ ability to learn** and meet high academic standards, and a **school’s ability to educate** its students, are **compromised by incidents** of discrimination or harassment including bullying, taunting, or intimidation.”*

Purpose

*“It is hereby declared to be the policy of the state to afford **all students in public schools an environment free of discrimination and harassment**. The purpose of this article is to **foster civility in public schools and to prevent and prohibit conduct which is inconsistent with a school’s educational mission**.”*

Definitions

Harassment or bullying means...

- a) ...interfering with a student's educational performance, opportunities or benefits, and or mental/emotional and/or physical well-being; ...be expected to cause emotional harm; or
- b) ... be expected to cause physical injury to a student or to cause a student to fear for his or her physical safety;

Emotional harm is that which creates an environment so hostile and pervasive as to unreasonably and substantially interfere with a student's education.

Threats, intimidation, or abuse includes verbal and non-verbal actions

Bullying (including Cyberbullying), Harassment, Discrimination

Bullying - an act which results in an imbalance of power

- A student can, in different circumstances, take the role of bully, the target, or bystander
- Can be a single verified incident or series of related verified incidents

Types of Bullying

Verbal

- Being subject of rumors or lies
- Being made fun of, called names, insulted
- Threatened with harm

Physical

- Pushed, shoved, tripped, spit on
- Property destroyed or damaged on purpose

Exclusion/Left Out

Coercion

- stopbullying.gov

Where it occurs:

- On school property (including transportation)
- At a school function (on or off school property)
- Off school property
 - Where such acts create or would foreseeably create a risk of substantial disruption within the school environment
 - Where it is foreseeable that the conduct, threats, intimidation, or abuse might reach school property
 - Cyberbullying is through any form of electronic communication



“Material Incident”

A single verified incident; or

A series of related verified incidents where a student is subject to harassment, bullying, and/or discrimination by a student and/or employee

Refers to acts due to a student's actual or perceived....



Sex

Gender (including identity or expression)

Sexual Orientation



Race

National Origin

Ethnic Background



Religion

Religious Practice



Disability

Weight
Economic Background

Effective May 2018

Reporting Requirements to
include
Illustrative Examples

- Denial of access to school facilities, functions, including but not limited to restrooms, changing rooms, locker rooms, and/or field trips
 - Application of a dress code, specific grooming or appearance standards
 - Use of name(s), pronoun(s), or pronunciation of name(s)
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Effective June 2019

Reporting Requirements to
include
Illustrative Examples

- “Race” includes traits historically associated with race, including but not limited to, hair texture and protective hairstyles (braids, locks, and twists)
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Staff Reporting of Incidents/Complaints

- 1) Staff witness an incident and/or receive a complaint
 - 2) Required to **ORALLY** report the incident(s) **within one (1) school day** to the Principal, Superintendent, or his/her designee
 - 3) Report it in **WRITING** within **two (2) school days** after making an oral report
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Dignity Act Complaint Form

Submit to:
Shawn Davis
Dignity Act Coordinator

*This form is to be confidentially maintained in accordance with the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g.
Do not file in the cumulative record.*



GILBOA-CONESVILLE CENTRAL SCHOOL DISTRICT Dignity Act Complaint Form

School District: _____ School: _____

Dignity Act Coordinator: Shawn L. Davis Today's Date: _____

Name of Person Filing Complaint: _____ Contact Phone #: _____

Contact Email: _____

Complainant Role: Student Target Student (Witness) Parent/Guardian Staff Member Other

Complainant Involvement: Directly Involved in Incident Observed Incident Heard about the Incident

Name of Target: _____ Grade: _____

Name of Offender: _____ Student/Grade: _____ Staff Other

Name of Other Offender: _____ Student/Grade: _____ Staff Other

Name of Other Offender: _____ Student/Grade: _____ Staff Other

Name of Witness(es) if known: _____ Student/Grade: _____ Staff Other

_____ Student/Grade: _____ Staff Other

_____ Student/Grade: _____ Staff Other

Date of Incident: _____ Time of Incident: _____ am/pm

Location of Incident:

Auditorium

Bathroom

Bus: # _____

Cafeteria

Classroom: Room # _____

Electronic Communication: _____

Field: _____

Gymnasium

Hallway: _____

Locker Room: Boys' Girls'

On School Grounds

Off School Grounds: Location _____

Event: _____

DASA prohibits retaliation against any individual who reports or assists in the investigation of harassment, bullying, cyberbullying or discrimination.

A Positive School Culture &
Climate provide the best
environment to recognize
the inherent dignity of all
students