



DASA



Franklin-Essex-Hamilton BOCES

Faculty and Staff Orientation



www.fehb.org



Dignity For All Students Act



New York State's Dignity for All Students Act (The Dignity Act) seeks to provide the State's public elementary and secondary school students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus and/or at a school function.



Dignity for All Students' Act



No student shall be subjected to harassment or bullying by employees or students on school property or at a school function; nor shall any student be subjected to discrimination based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity or expression), or sex by school employees or students on school property or at a school function.





The Dignity Act also amended Section 801-a of New York State Education Law regarding instruction in:

- ❖ **Civility**
- ❖ **Citizenship**
- ❖ **Character education**
- ❖ **Tolerance**
- ❖ **Respect for others**
- ❖ **Dignity**



Gender Non-Conforming Students



The New York State Education Department (“NYSED”) is committed to providing all public school students, including transgender and gender nonconforming (“GNC”) students, with an environment free from discrimination and harassment, to fostering civility in public schools, and to ensuring that every student has equal access to educational programs and activities. The Dignity for All Students Act (“DASA”) illustrates the State’s commitment to ensuring that all students are educated in a safe and supportive school environment.

http://www.p12.nysed.gov/dignityact/documents/Transg_GNCGuidanceFINAL.pdf

What to Look for in Bullying Behavior?



Bullying is a form of youth violence that includes:

1. Unwanted, aggressive behavior.
2. A *real or perceived imbalance of power* between the **person(s)** doing the bullying and the **person(s)** being bullied.
3. Behavior that is repeated, or has the potential to be repeated, over time.

Types of Bullying:

- I. Social or Relational
- II. Physical
- III. Cyberbullying or Digital bullying
- IV. Verbal

Personality Profiles



Bystander:

- Many won't aid victim
- Fear of becoming a victim
- Lowering of status
- Being branded a snitch
- Becoming aligned with the victim



Bully:

- Is a behavior
- Seeks power
- Followers = More power



Personality Profiles



Victim

- Low Peer Acceptance
- Vulnerable
- Perceived as different
- Will not defend themselves



Up-stander:

- Someone who recognizes when something is wrong and acts to make it right.
- Speaks up
- Stands up for what is right
- Socially responsible



Students Most Likely to Be Bullied



Some research suggests that students are most likely to be bullied because of **perceived** differences, such as:

- Appearance or body size
- Perceived to be gay, lesbian, bisexual, or transgender
- Degree of masculinity or femininity
- Performance in school
- Race/ethnicity/national origin and/or religion
- Low-income household
- Youth with disabilities and other special health needs

Possible Indicators of Students Who Bully



- Larger or stronger than classmates
- Enjoy controlling others
- Lack of empathy or compassion for others
- Feel more powerful than others
- Lack of emotion or remorse when discussing negative behaviors
- Enjoy conflicts and refuse to accept responsibility for negative behaviors
- Often have problems at school



1. Stop bullying on the spot.
2. Find out what happened.
3. Support the students involved.



De-Escalation Techniques



Maintain Control of Your Emotions

DO: Appear calm, centered, and self-assured; use a modulated low tone of voice. Be aware of options. Be respectful even when firmly setting limits or calling for help. If you feel you are losing control, call on a colleague, an administrator, security, or (in serious cases) your school resource officer or the police for support.

DON'T: Be defensive even if the comments or insults are directed at you.

Communicate Effectively Nonverbally

DO: Allow extra physical space between you and the aggressor, get to the same eye level (kneel, sit, or stoop as needed), keep your hands out of your pockets to protect yourself, and stand at an angle to the student.

DON'T: Turn your back, stand full front to the student, maintain constant eye contact, point or shake your finger, smile, or argue.

De-escalate the Discussion

DO: Trust your instincts, empathize with feelings but not with the behavior, suggest alternatives, and explain limits in a firm but respectful tone.

DON'T: Get loud, yell, scream, argue, or analyze.

Responding to Reports of Bullying



❖ **Respond**

❖ **Research**

❖ **Record**

❖ **Report**

❖ **Revisit**



Source: The New York State Dignity for All Student Act: Resource and Promising Practices Guide for School Administrators and Faculty (revised 2013)





BOARD OF COOPERATIVE EDUCATIONAL SERVICES
SOLE SUPERVISORY DISTRICT
FRANKLIN-ESSEX-HAMILTON COUNTIES

■ Reporting:

Bullying Referral Form

Date: _____ Reporting Person: _____

Name(s) of Victim(s)	Name(s) of Student(s) Bullying	Name(s) of Witnesses/Bystanders

Type of Bullying (circle all that apply):
 Called Mean Names Excluded Hit, Kicked, Punched Told Lies or False Rumors
 Threatened Racial Comments Sexual Comments Took/Damaged Possessions
 Other (explain): _____

Where did the bullying happen? (circle all that apply):
 Field Hallway In Class with Teacher In Class without Teacher
 Bathroom Line-up Area Lunchroom To/From School
 Bus Stop Bus Other: _____

People the Victim has Spoken to About the Bullying Incident (circle all that apply):
 Teacher Other Adult at School Parent/Guardian Sibling Friend
 Other: _____

Explain what you witnessed: _____

***** For Office Use Only *****

Repeat Bullying Offender ____ Yes ____ No, Stop ____ Parent Contact? ____ Yes ____ No

Referral? ____ Yes ____ No



Dignity for All Students Act Coordinators

Adirondack Educational Center

Rick Swanston, Principal &

Dignity for All Students' Act Coordinator

Contact: (518) 891-1330, rjs@mail.fehb.org

North Franklin Educational Center

Mary Jo Dickerson, Principal &

Dignity for All Students' Act Coordinator

Contact: (518) 483-5230, mdickerson@mail.fehb.org



Resources



NetSmartz® Workshop

A PROGRAM OF THE
NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN®



- <http://www.netsmartz.org/StudentKit>
- <http://www.netsmartz.org/Parents>
- <http://www.stopbullying.gov/>
- <http://www.cdc.gov/>
- <http://fehbm.org/DignityForAllStudents/guiding-principles.pdf>
- <http://www.p12.nysed.gov/dignityact/>



Contact:



Michelle Law
NYSED Dignity for All Students Act (DASA) Instructor
Franklin-Essex-Hamilton BOCES
Office of Instructional Support Services
(518) 483-5430 or (518) 483-6420
mlaw@mail.fehb.org

