SUBJECT: DIGNITY FOR ALL STUDENTS ACT

The Glen Cove School District is committed to providing a positive, safe and supportive learning environment where students are free from bullying, harassment and discrimination.

Harassment is the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse that has or would have the effect of unreasonably and substantially interfering with a student’s educational performance, opportunities or benefits, or mental, emotional or physical well-being; or conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his/her physical safety. The harassing behavior may be based upon an individual’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender (identity or expression).

Bullying includes systematic and intentional infliction of physical harm or psychological distress on an individual or group of individuals. Bullying can also encompass unwanted purposeful written, verbal, non-verbal, social or relational, or physical behavior (e.g. threatening, insulting or dehumanizing gestures by an adult or student) that has the potential to create long term damage, cause discomfort or humiliation, or unreasonably interfere with the individual’s school performance. Bullying is often characterized by an imbalance of power. Unwanted teasing, touching, threatening, intimidating, stalking, cyber-stalking, cyber-bullying, physical violence, theft, sexual, religious, or racial harassment, public humiliation, destruction of school or personal property, social exclusion including incitement and/or coercion, and rumor or spreading of falsehoods are also forms of bullying.

The Glen Cove School District aims to foster an educational setting wherein all students are treated with respect and dignity.

The Glen Cove School District acknowledges that bullying and other forms of harassment or discrimination are disruptive and harmful to our students. Because bullying and other forms of harassment or discrimination are detrimental to our learning environment, our sense of community, and an individual’s well being, the Glen Cove School District does not and will not condone bullying, harassment or discrimination of any kind. The Glen Cove School District strictly prohibits all forms of bullying, harassment and discrimination by district employees or students on school property or at school functions, regardless of whether they are conducted on the premises of the Glen Cove School District. The Glen Cove School District also prohibits all forms of off-campus bullying, harassment or discrimination including, but not limited to, “internet” or “cyber-bullying,” which may include the use of instant messaging, e-mail, websites, chat rooms and text messaging, or other acts in violation of this policy when such acts create a hostile environment for the victim at school, infringe upon the rights of a victim at school, or materially and substantially disrupt the educational process or the orderly operation of any school in the Glen Cove School District.

Any student who believes that he or she is being bullied, harassed or discriminated against, or who has knowledge of bullying, harassing or discriminating behavior must report it. Students must report the bullying, harassment or discrimination to a staff member.

All Glen Cove School District personnel are responsible for taking action if they become aware of any bullying, harassment or discrimination against a student. Staff members must report all complaints of bullying, harassment, and discrimination that they receive from students, as well as any instances of bullying, harassment or discrimination that they are aware of, to the principal of the school where the incident occurred.

Bullying, harassment or discrimination of a sexual nature, as defined by the Glen Cove School District’s sexual harassment policy, must be reported to the Glen Cove School District’s Title IX
officer. Bullying, harassment or discrimination which involves criminal activity, or where there is reasonable belief that criminal activity may occur, must be immediately reported to the Superintendent of Schools and law enforcement. To the extent possible, allegations of bullying, harassment or discrimination will be kept confidential; however, the Glen Cove School District reserves the right to disclose the identity of the parties and witnesses in appropriate circumstances to individuals with a need to know.

All reports of bullying, harassment or discrimination will be fully investigated and action will be taken to address the allegations, including the imposition of appropriate disciplinary measures in accordance with applicable law and the Glen Cove School District’s Code of Conduct.

The Glen Cove School District expressly prohibits any retaliation against complainants, victims, witnesses and/or any individuals who initiate, testify, participate or assist in the investigation of any allegation or report of bullying, harassment or discrimination. The Glen Cove School District’s administrators will monitor participants in investigations and victims of bullying, harassment or discrimination to ensure that the behavior has ceased, no retaliation has occurred and support or counseling has been afforded to the involved individuals, as needed.

The Glen Cove School District will create guidelines for training and will provide training to staff, in accordance with state law and the Regulations of the Commissioner of Education, to raise awareness and sensitivity to acts of bullying, harassment or discrimination, to enable staff to prevent bullying, harassment and discrimination and to provide intervention and reporting.

The Glen Cove School District shall ensure that the course of instruction in grades kindergarten through twelve includes a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy, dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community. For purposes of this policy, “tolerance,” “respect for others” and “dignity” shall include awareness and sensitivity to discrimination or harassment and civility in the relations of people of different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, genders and sexes.

In accordance with state law, the Superintendent of Schools shall ensure that at least one staff member at every school be designated as a Dignity Act Coordinator and be trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex.

The Superintendent of Schools or his/her designee shall develop and implement procedures and guidelines, as needed, to fulfill the purpose of this policy in the Glen Cove School District, including intervention and non-discriminatory instructional and counseling methods and strategies to increase awareness, sensitivity and support for victims of bullying, harassment and discrimination.

The Glen Cove School District shall report material incidents of discrimination and harassment of students to the Department of Education as mandated by the Regulations of the Commissioner of Education, but in no case less than on an annual basis.

Ref: Education Law, Article 2
     Education Law § 801-a
Cross References: Code of Conduct
                 Policy 7551 Sexual Harassment of Students
                 Policy 8130 Equal Educational Opportunities

Adopted: November 26, 2012
Reporting Incidents of Discrimination, Harassment and Bullying

Students who have been bullied, harassed or discriminated against, parents whose children have been bullied, harassed or discriminated against, or other students or staff who observe bullying, harassing or discriminating behavior are encouraged and expected to make a verbal and/or written complaint to any school personnel in accordance with the training and guidelines provided, as well as any applicable district policies. (Refer to BOE 7552 Dignity for All Students Act Policy; BOE 8130 Equal Opportunity; and BOE 6121 & 7551 Sexual Harassment).

Dignity Act Coordinators

The building principal will serve as the Dignity Act Coordinator in each of the schools. Below is a list of each of the schools within the district along with the contact number for the building principal.

<table>
<thead>
<tr>
<th>School Building</th>
<th>Contact Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>801-7610</td>
</tr>
<tr>
<td>Middle School</td>
<td>801-7510</td>
</tr>
<tr>
<td>Landing</td>
<td>801-7410</td>
</tr>
<tr>
<td>Gribbin</td>
<td>801-7210</td>
</tr>
<tr>
<td>Deasy</td>
<td>801-7110</td>
</tr>
<tr>
<td>Connolly</td>
<td>801-7310</td>
</tr>
</tbody>
</table>
September 2019

Dear Parents / Guardians,

In 2010, New York State passed the **Dignity for All Students Act (DASA)**. This law went into effect on July 1, 2012 and protects students from harassment, discrimination and bullying by other students or school employees. It addresses that no student shall be subjected to discrimination based on his or her *actual or perceived* race, color, national origin, ethnic group, religion, religious practice, disability, weight (or other physical features), sexual orientation, gender identity, or biological sex. DASA explicitly states that bullying, taunting, and intimidation on the protected grounds listed above are all forms of harassment; however, it is not limited to those categories.

**Harassment under DASA is defined as the creation of a hostile environment by:**

- repeated conduct or verbal threats;

- intimidation or abuse that has or would have the effect of unreasonably and substantially interfering with a student’s educational performance, opportunities or benefits, or mental, emotional or physical well-being;

- conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for their physical safety.

In response to this new law, and following the recommendation of the NYS School Boards Association, Glen Cove School District has reviewed its policies related to student conduct and social-emotional learning and has strong procedures in place to deal with these issues. The required updates have been made and are now included in the Board Policies as well as the Code of Conduct for students. These documents can be found on the school website on the Board of Education page at [www.glencove.k12.ny.us](http://www.glencove.k12.ny.us).

Building principals will serve as Dignity Act Coordinators in each of our schools and I will be serving as the District DASA Coordinator. All employees will continue to be provided with Dignity Act training during this school year. Instruction will be given to students regarding this act as well. The District will also continue to deliver its curriculum to promote respect and other age-appropriate resources. As is always the case, a partnership between home and school is essential.

Sincerely,

Michael Israel, Ph.D.

cc: Dr. Maria L. Rianna, Superintendent of Schools

Supervisors
September 2019

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