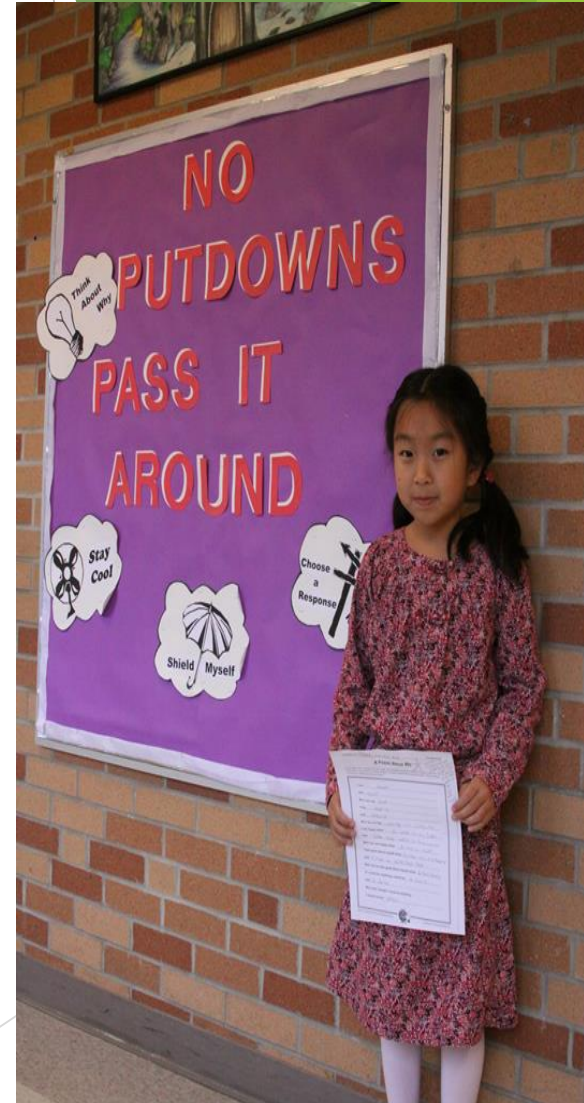


Dignity Act (DASA)

Signed into law by Gov. Paterson on
September 13, 2010; effective July 1, 2012

The Legislative Intention was to:

1. Reduce risk of compromising a student's ability to learn.
2. Promote a school environment free of discrimination and harassment.
3. Foster civility.

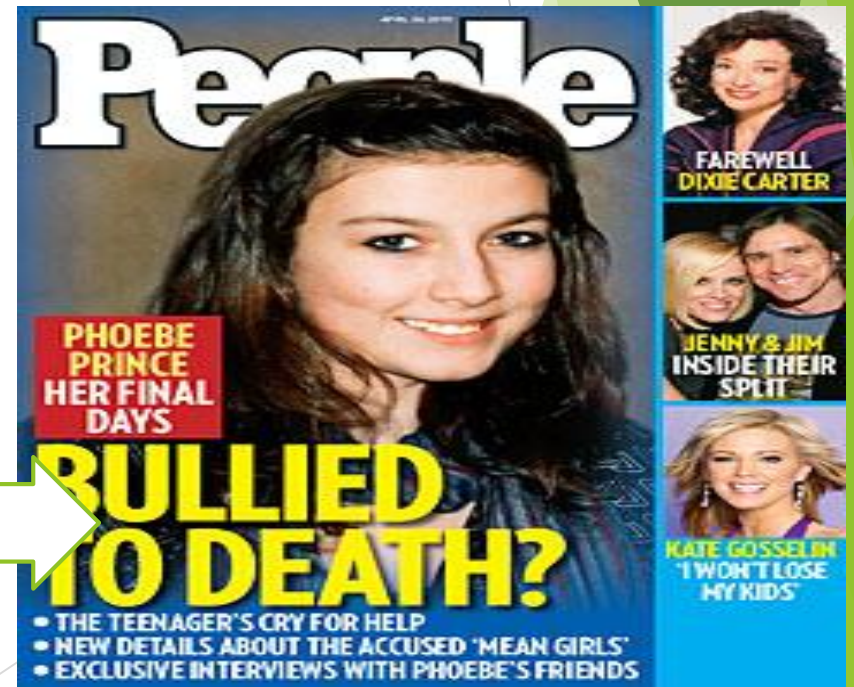




Tyler Clementi: Gay Rutgers University freshman who committed suicide his after roommate streamed live video of a sexual encounter between Tyler and another man



Jayme Rodemeyer: 14 yr old student from Williamsville, NY. Struggled with his sexuality. Called "Faggot, fag" by other students in the hallways. Committed suicide.

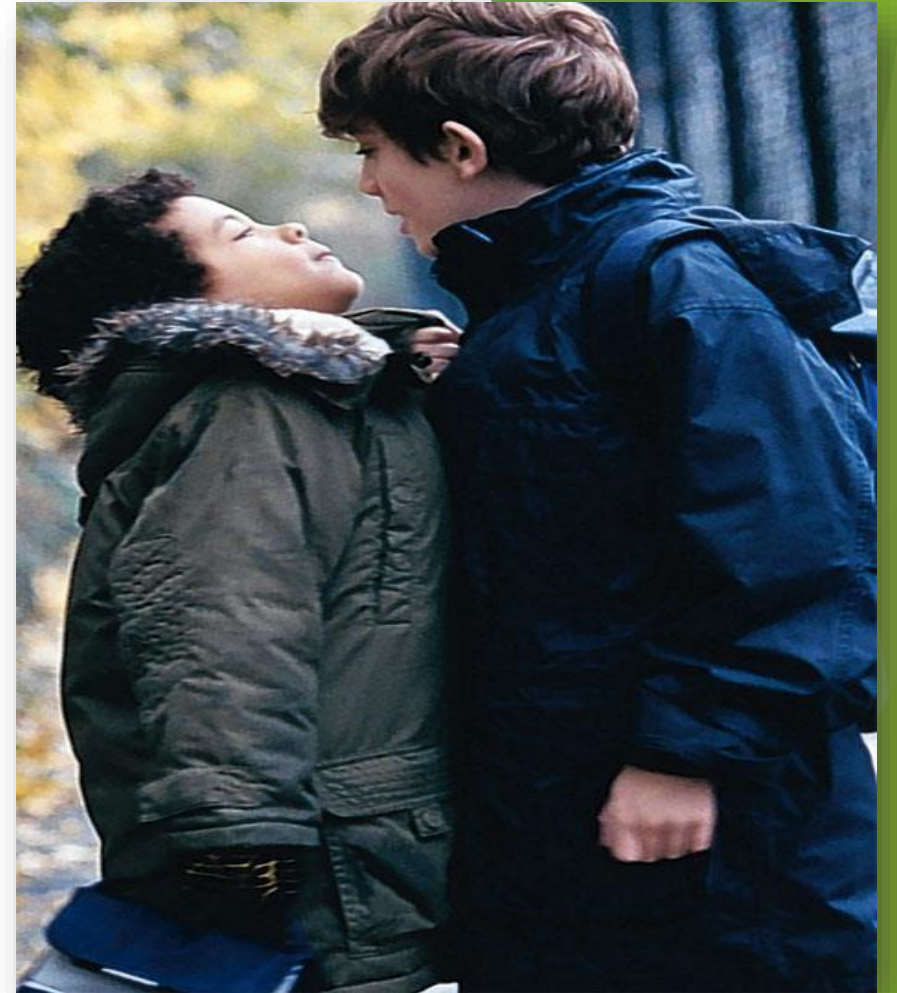


Phoebe Prince: 15 year old South Hadley Middle School student who moved from Ireland. Called "Irish slut, Irish whore" by classmates. Also was subjected sexual harassment. Committed suicide.

What is Bullying?

- ▶ **Intentional, repeated acts** of verbal, physical, or written aggression by a peer (or group of peers) operating from a **position of strength or power** with the goal of hurting the victim physically or damaging status and or social reputation.

Source- Olweus (1978); United States Department of Education (1998)



Prevalence of Bullying and Cyber Bullying...

- ▶ **1 out of 4** teens are bullied.
- ▶ **9 out of 10** LGBT students experienced harassment at school and online.
- ▶ As many as **160,000** students stay home on any given day because they're afraid of being bullied.
- ▶ **1 out of 5** kids admits to being a bully, or doing some "Bullying."
- ▶ **43%** of kids have been bullied while online. **1 in 4** have had it happen more than once.
- ▶ **58%** of kids admit someone has said mean or hurtful things to them online. More than **4 out of 10** say it has happened more than once.

Bullying includes but is not limited to those acts based on actual or perceived:

Race

Color

Weight

National Origin

Ethnic Group

Religion

Religious Practice

Disability

Sexual Orientation

Sex

Gender Identity

TYPES OF BULLYING BEHAVIORS

PHYSICAL

- Hitting, punching, tripping
- Kicking, pushing, scratching
- Damaging/stealing property

VERBAL

- Name calling, teasing, taunting
- Making offensive remark
- Making discriminatory remarks
- Verbally threatening, intimidating

▶ SOCIAL/EMOTIONAL/RELATIONAL

- Excluding or threatening to exclude
- Spreading rumors, gossiping
- Ostracizing, alienating
- Using threatening looks or gestures
- Extortion

▶ CYBERBULLYING

- Use of the internet or cell phone to harass and intimidate

What is Cyberbullying?

- ◆ Cyberbullying can include such acts as making threats, sending provocative insults or racial or ethnic slurs, gay bashing, attempting to infect the victim's computer with a virus, and flooding an e-mail inbox with nonsense messages

Kitchen Cyberbullying

Recognition

- ▶ School staff must recognize that what initially appears to be an online threat could be any of the following:
 1. A joke, parody, or game
 2. A rumor that got started and has grown and spread
 3. Material posted by someone impersonating another person for the purpose of getting that person in trouble
 4. Distressing material posted by a depressed or angry youth that could foretell a violent or suicidal intention, but does not represent an imminent threat
 5. A legitimate imminent threat

Impact

1. Online communications can be extremely vicious
2. No escape - victimization is ongoing, 24/7
3. Material can be distributed worldwide and is often irretrievable
4. Cyberbullies can be anonymous and can solicit the involvement of unknown “friends”
5. Teens may be reluctant to tell adults because they are emotionally traumatized, think it is their fault, fear greater retribution or fear online activities or cell phone use will be restricted

Responding to Cyberbullying

- ▶ The school should contact or help the parent contact LE when the following is occurring:
 1. Threats of violence to people or property
 2. Coercion is involved
 3. Obscene or harassing phone calls
 4. Harassment or stalking
 5. Hate or bias crimes
 6. Creating or sending sexually explicit images of children
 7. Sexual exploitation
 8. Taking a photo of someone in a place where privacy is expected (bathroom, locker room, etc.)

What is Bullying (again):

Bullying is an act of repeated aggressive behavior by one or more students in order to intentionally hurt another person physically or emotionally.

Prevention

Create Positive Climate and Culture

All adults should:

- Display warmth, positive interest and involvement
- Establish clear rules and implement consistently and with **RESPECT**
- **Alert students and other staff members if they are displaying unacceptable behavior toward a student**



Turning Bystanders into Upstanders

- Insure that bystanders understand that adults will support their actions
- Teach all children about the reporting system that is in place in your school
- Reward “upstanding” behaviors and make them the norm

Turning Bystanders into Upstanders

- Help the students understand the power they have to make a difference - that **THEY** are the solution
- Help students understand the dynamics of bullying situations - 80% of students stand by and watch
- Train interested students in teaching the strategies of upstanding behaviors

The Positives!

- ▶ District wide support for PBIS
- ▶ Students of the Month
- ▶ Diversity Club (HS - Jessica Doerr)
- ▶ Quarterly Recognitions
- ▶ Positive Referrals
- ▶ Character Education Embedded in Curriculum



RCS Middle School

We a **RRR**e

RESPECTFUL


RESPONSIBLE

&

READY to LEARN

R-C-S


HIGH SCHOOL




Positive
Respectful
Involved
Determined
Enthusiastic

Pieter B. Coeymans
Elementary School

**SCHOOLWIDE BEHAVIOR
SYSTEM**



✦ Be Responsible
✦ Be Respectful
✦ Be Safe



**A.W. Becker
Elementary**

- Be Safe
- Be Responsible
- Be Respectful

"The AW Becker PBIS team will establish a positive and consistent learning community by promoting safety, responsibility and respect."

Adults Can and Do Make A Difference

- ▶ The research shows that in schools where bullying is not an issue, **EVERY** child has at least one adult in the school that they feel comfortable talking to.
- ▶ Work to be that one person!
- ▶ **RCS CARES!!!**

Best Practices Continued...



- ▶ Staff deal with bullying/harassment in an appropriate and consistent manner
- ▶ Focus class time on educating students about bullying and harassment.
- ▶ Establish school rules and policies related to bullying and harassment

The law requires that at least one staff member at every school be thoroughly 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. DASA Coordinator

An age-appropriate version of the policy, written in plain-language, shall be included in the District Code of Conduct: *Education Law § 2801 will be amended to include, a requirement that school Code of Conduct comply with “provisions ” of DASA*

Dignity Act Representatives

- ▶ A.W. Becker - Tom Trainor, guidance
- ▶ Peter B. Coeymans -Mary Fran Krebs,
guidance - Tara Evangelista (Sub)
- ▶ Middle School - Laurie Abelson
- ▶ High School - Mr. Keller or Mr. DiAcetis

What to do?

1. When in doubt report it.
2. Do everything you can to help stop it.
3. Ask questions when needed!

<http://www.p12.nysed.gov/dignityact/>

www.common sense.com

www.cyberbully.org

www.isafe.org

www.wiredsafety.org

www.stoptextbully.com



HARASSMENT

WILL NOT BE TOLERATED

It is our company policy to provide a safe workplace. We will not tolerate any form of harassment.

Examples of harassment:

- Verbal abuse- shouting, yelling, swearing, name calling, and vulgarity
- Spreading malicious rumors, gossip, and lies
- Threats or physical abuse
- Intentional isolation, ignoring, and excluding co-workers
- Intimidation or manipulation
- Making false accusations of co-workers mistakes
- Sabotaging or impeding a person's work
- Cruel comments, belittling, and insults
- Unjust, harsh, and constant criticism
- Aggressive behavior
- Sexual harassment, unwanted touching, or stalking
- Personal and offensive jokes
- Invading a person's privacy or personal belongings
- Unequal treatment due to race, gender, age, size, religion, or country of origin
- Taking credit for someone else's work

