

What can you do to create a more positive, respectful climate in your school?

What can you do to make a difference for one child in one situation?

Talk

Here are some ideas:

- » Foster skills to resolve conflict, such as listening, empathy, critical thinking and self-control.
- » Avoid scolding or lecturing. Avoid a culture of humiliation.
- » Actively involve students in their school culture and climate. Maximize student involvement in deciding how to resolve problems.
- » See instances of wrongdoing and conflict as opportunities for learning. Turn negative incidents into constructive ones by building empathy and a sense of community.



- » Develop trusting and caring relationships between adults and students.
- » Assist students in considering ways to make amends for misbehavior, such as replacing, repairing, cleaning or apologizing.
- » Follow up to determine whether a problem was solved or more work needs to be done.
- » Encourage reflection.
- » Allow flexibility for different students, needs and situations.
- » Help supervise as classes change, in the cafeteria, on the playground, at the bus stop – these are the places where most bullying occurs.
- » Team up with your students to develop classroom rules that stress bullying or harassment is not okay.

Listen

DOES THE BEHAVIOR OR SITUATION...

- » ...substantially interfere with a student's educational performance, opportunities or benefits or mental, emotional or physical well-being?
- » ...reasonably cause a student to fear for his or her physical safety?
- » ...cause or would be expected to cause physical injury or emotional harm?
- » ...occur off of school property and create a risk of substantial disruption within the school environment?

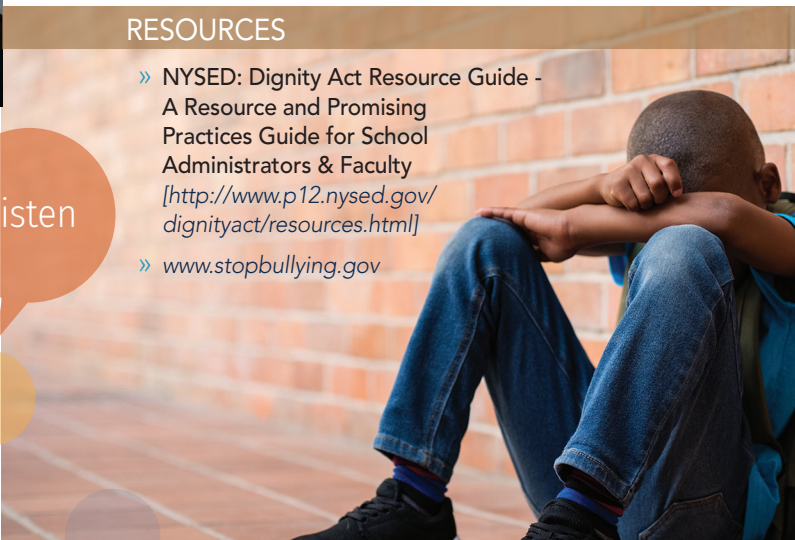
...IF YES, IT IS BULLYING, CYBERBULLYING OR HARASSMENT AND MUST BE REPORTED.

What doesn't work...

- » Telling the targeted student to ignore the bullying.
- » Telling the targeted student to work it out.
- » Trying to sort out the facts on the spot.
- » Asking for an apology.
- » Forcing bystanders to say publicly what they saw.
- » Questioning those involved in front of others.
- » Bringing the targeted and bullying kids together.

RESOURCES

- » NYSED: Dignity Act Resource Guide - A Resource and Promising Practices Guide for School Administrators & Faculty [<http://www.p12.nysed.gov/dignityact/resources.html>]
- » www.stopbullying.gov



Bullying, Harassment and Discrimination in NYS Public and Charter Schools

A guide for NYS school district faculty and staff

Actions

Words

Concerns

Violence

Blame

Help

DASA
NEW YORK STATE

Dignity for All
Students Act





Comments

The Dignity for All Students Act (DASA) promotes a safe and supportive learning environment in all public and charter schools, free from bullying, cyberbullying, harassment and discrimination from students and adults.

DASA establishes standards for schools, including developing policies and procedures and identifying and reporting incidents.

Examples of bullying include, but are not limited to:

- » **VERBAL**
- » **SOCIAL**
- » **PHYSICAL**

What will be included in a report?

- » **WHAT:** The type(s) of bias involved – including, but not limited to, the 11 protected areas (race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender identity or sex);
- » **WHO:** Whether incident resulted from student and/or employee conduct;
- » **HOW:** Whether incident involved physical conduct and/or threats, intimidation or abuse;
- » **WHERE:** Location where incident occurred (on school property and/or at school function or off school property, if applicable).

Disrespect

Bullying almost always requires adult intervention.



Follow the FIVE "Rs" after being alerted to or witnessing a bullying incident:

- » **Respond** – Stop the bullying or, if it occurred prior to your knowledge, let the students know you will address it.
- » **Research** – Don't ask students questions in groups, speak with students individually.
- » **Record & Report** – Tell your DASA coordinator or principal, and fill out the form!
- » **Revisit** – Check in with your students, be sure the bullying has stopped and that all students are okay. Refer to your school's counseling staff if you have concerns.

For more information about DASA in your school, contact your school's dignity act coordinator.

What do I do if I witness bullying or an incident is reported to me?

- » School employees who witness harassment, bullying or discrimination or receive an oral or written report of such behavior, must **ORALLY** report the suspected incident **NO LATER** than **ONE** school day after witnessing or receiving report.
- » A **WRITTEN** report must be submitted no later than **TWO** school days after making an oral report. (Form available in your main office and/or on your district website).
- » The principal, superintendent or their designee is responsible to lead or supervise a thorough investigation of all reports

- of harassment, bullying or discrimination and to ensure that such investigations are completed promptly after receipt of any written report.
- » The principal is required to make a regular annual report on data and trends related to harassment, bullying and discrimination to the superintendent.
- » The principal, superintendent or their designee is required to promptly notify the appropriate local law enforcement agency when such individual believes that harassment, bullying or discrimination constitutes criminal conduct.

How do I know if it's bullying or harassment?

- » **What is harassment?** Harassment is the creation of a hostile environment 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.
- » **What is bullying?** Bullying is an unwanted, aggressive intentional form of harassment that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes such actions as making threats, spreading

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- rumors, attacking someone physically or verbally and excluding someone from a group on purpose.
- » **What is cyberbullying?** Cyberbullying is bullying that takes place using electronic technology. Examples of cyberbullying include mean text messages or e-mails,

- rumors sent by e-mail or posted on social networking sites and embarrassing pictures, videos, websites or fake profiles.
- » **What is discrimination?** Discrimination, as defined by the New York State Education Department (NYSED), is the "denial of equal treatment,

admission and/or access to programs, facilities and services based on the person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity), or sex."