

# DIGNITY

## FOR ALL STUDENTS ACT



### What is the Dignity Act?

- New York State law created to provide a school environment free of discrimination and harassment.
- Protects students who experience intimidation or abuse based on, but not limited to actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

#### What is considered "Bullying"?

- An intentional act of aggression
- Based on an imbalance of power that is meant to harm a victim either physically or psychologically.
- Usually occurs repeatedly and over time, but can sometimes be identified as a single event.
- Includes cyberbullying, harassment or bullying that occurs through any form of electronic communication, such as, but not limited to social media, text messaging

### How does the Dignity Act impact East Rochester?

**Reporting:** All staff are required to orally report any bullying or harassment incidents they become aware of to the school administrator and follow up with a written report. Students and/or family members can also file reports.

**Responding:** The administrators will promptly investigate all reports; they will respond to reports with actions intended to end bullying/harassment and to ensure the safety of the student(s) involved.

**Prevention:** All students will receive bullying and harassment prevention programming throughout the school year in class curriculum, class presentations by school staff, special assemblies and events.

**Training:** All staff are trained on Dignity Act and related diversity and human relationship topics.

### How are student behaviors defined?

#### HARASSMENT/ "BULLYING"

- The creation of a hostile environment by conduct or by verbal threats, intimidation or abuse.
- 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.
- Includes conduct of verbal threats, intimidation, or abuse that reasonably causes or would be reasonably expected to cause a student to fear for his/her physical safety.

#### DRAMA

A social interaction characterized by

- Overreaction
- Excessive emotionality
- Continues over time
- Involvement of extraneous individuals (others)

#### CONFLICT

Oppositional interactions, disagreements, or differences of opinion.

Power is **not** used to exploit or manipulate anyone.

Usually resolved through pro-social means, but can become aggressive.