

## **STUDENT BULLYING PREVENTION AND INTERVENTION**

### **Purpose**

The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board recognizes that harassment, hazing and bullying is detrimental to student learning and achievement. It interferes with the mission of the district to educate its students and disrupts the operation of the schools. Such behavior affects not only the students who are its targets but also those individuals who participate and witness such acts.

To this end, the Board condemns and strictly prohibits all forms of harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events including those that take place at locations outside the district but that materially and substantially disrupt the educational process of the school environment or impinge the rights of others.

### **Dignity Act Coordinator**

One employee from each district school building (usually the principal) shall be appointed, upon approval of the Board of Education, as the Dignity Act Coordinator. This individual will be trained to handle human relations in the areas of harassment based on race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

### **Prevention**

The Board directs the Superintendent to develop regulations that will define bullying, put steps in place to prevent bullying from occurring and give students and staff the necessary tools to intervene should they witness bullying. Additionally, the Board directs the Superintendent to develop training programs for all staff to recognize bullying and the methods to properly gather and report information to the appropriate building administrator. Additionally, building administrators will receive training in the methods to properly investigate and resolve bullying issues.

### **Reports and Investigations of Discrimination and Harassment**

The District will investigate complaints of harassment that occur on school district property/grounds or at school functions. If a complaint is founded, the district will take corrective action in accordance with applicable federal and state laws, the schools Code of Conduct and District policies and regulations.

Cross-ref: 0100, Equal Opportunity and  
Nondiscrimination 0110, Sexual  
Harassment  
5300, Code of Conduct

Ref: Dignity for All Students Act, Education Law, §10 - 18  
Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*  
Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*  
Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*; 34 CPR §100  
*et seq.* Title IX, Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*  
§504, Rehabilitation Act of 1973, 29 U.S.C. §794  
Individuals with Disabilities Education Law, 20 U.S.C. §§1400 *et seq.*  
Executive Law §290 *et seq.* (New York State Human Rights Law)  
Education Law §§313(3), 3201, 3201-a  
*Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999)  
*Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)  
*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)  
*Burlington Industries v. Ellerth*, 524 U.S. 742 (1998)  
*Oncale v. Sundowner Offshore Services, Inc.*, 523 U.S. 75 (1998)  
*Franklin v. Gwinnett County Public Schools*, 503 U.S. 60 (1992)  
*Meritor Savings Bank, FSB v. Vinson*, 477 U.S. 57 (1986)