Addressing Bullying, Harassment, Intimidation, and Discrimination in our Schools

New York State Education Department
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Respect is a learned behavior

- Prevention starts before an incident occurs

- Establish a collaborative partnership with persons in parental relationship to support a unified message against bullying, harassment, intimidation, and discrimination

- Establish a responsive classroom environment

- Establish an environment of trust

- Practice de-escalation techniques

- Communicate with students about their role in prevention and intervention

- Be a role model by treating all students and colleagues respectfully

- Demonstrate appropriate boundaries and positive relationships

- Teach a respect for inclusion of differences

- Make personal connections with students

- Include skills to practice respect in daily activities

- Teach problem solving and positive relationship skills

- Read and learn about tolerance and acceptance

Schools should create supportive classrooms and classroom rules, and encourage a culture of respect for differences among students

- Reporting is not tattling.

- No teasing allowed.

- Gossip is not cool.

- Everyone is welcome here.

- We treat everyone equally.

Application of requirements to develop policies, procedures, and guidelines for school environment free from harassment , bullying, and discrimination:

- Consider what a supportive classroom looks like and how it can prevent bullying.

- Establish a school and classroom culture of respect for differences among students.

- Know and use effective intervention strategies.

- Increase the feeling of connectedness, comfort and well being so that others are willing to intervene.

- Remind all staff and students that actions to intervene inspire a likelihood of others to intervene.

School Personnel Responsibility:

- Discuss with students the school procedures and forms that may be used for reporting incidents to the Dignity Act Coordinator.
- Listen to student complaints & reports of harassment, discrimination, and bullying.
- Take the student's complaints & reports seriously.
- School personnel must notify an administrator within one day of the report.
- Follow up on what you can do to aid in the investigation.
- Check to ensure that needs for counseling, mediation, or conflict resolution have been assessed and addressed.
- **All** students should feel safe and supported in all classrooms.

Bullying Prevention Resources for schools, students, and families:

- http://www.nea.org/tools/lessons/teaching-students-to-prevent-bullying.html

- http://www.pacer.org/bullying/resources/

- http://www.tolerance.org/toolkit/anti-bullying-resources

- http://www.safekids.com/bullying-cyberbullying-resources/

New York State Guidance:

NYSED materials: http://www.p12.nysed.gov/dignityact/

- http://www.ag.ny.gov/press-release/ag-schneiderman-and-state-education-commissioner-elia-release-guidance-and-model

Dignity for All Students Act (DASA), Requirements for Schools

- http://www.p12.nysed.gov/dignityact/documents/SED-AGLttrandGuidance8-31-16.pdf

- http://www.p12.nysed.gov/dignityact/documents/TrainingMaterialsFnl8-31-16.pdf