

## Dignity for All Students

**At Hastings-on-Hudson Union Free School District, we believe all students are entitled to attend a school free from harassment, bullying, discrimination, and cyberbullying.**

The New York State Legislature has passed the Dignity for All Students Act which became effective July 1, 2012. The Dignity for All Students Act, referred to as **DASA**, states that no student shall be subjected to harassment or discrimination by employees or students either on school property or at a school function. DAC prohibits harassment or discrimination based on a student's actual or perceived race, color of skin, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, or gender.

The Dignity Act 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 (Education Law §13[3]). This staff member should be referred to as the Dignity Act Coordinator (DAC).

Dignity Act Coordinator (Schools):

HES: John DeKams

[dekamsj@hohschools.org](mailto:dekamsj@hohschools.org)

FMS: Christopher Keogh

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HHS: Melissa Hardesty

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Dignity Act Coordinator (District):

Melissa Szymanski

[szymanskim@learn.hohschools.org](mailto:szymanskim@learn.hohschools.org)

If any student believes they have been subjected to harassment or discrimination by employees or students on school property or at a school function, they may complete the complaint form below. Families and members of the school community may also complete a form when they believe an incident has taken place that requires investigation and follow-up.

[Dignity for All Student \(DAC\) Complaint Form](#)

### **Instruction for Students**

In order to foster civility our district incorporates:

- PBIS
- Second Step
- Courageous Conversations

- Facing History and Ourselves
- RULER
- Challenge Success
- Digital Citizenship
- Health Education
- Mental Health Education

### **Student Rights**

No student shall be subjected to discrimination based on their actual or perceived:

- Race
- Color
- National origin
- Disability
- Sex
- Weight
- Ethnic group
- Religion
- Religious practice
- Sexual orientation
- Gender (including identity and expression)
- Other (Describe) \_\_\_\_\_

### **Bullying**

- **Bullying** is the intentional, unprovoked abuse of power by one or more individuals to inflict pain on or cause distress to another individual on repeated occasions
- The behavior can take many forms including physical, verbal and emotional abuse, social exclusion, intimidation, racial/ethnic slurs, and sexual harassment
- Bullying online and through digital technologies is known as cyber-bullying

US Department of Education bullying definition:

- An Imbalance of Power

- The Intent to Cause Harm
- Repetition

**Cyberbullying**

“Cyberbullying” shall mean harassment or bullying as defined above where such harassment or bullying occurs through any form of electronic communication.

What to Do About Cyberbullying?

- Students should not react to the bully
- Students should block or delete the bully
- Students should always share with a trusted adult
- Report inappropriate behavior to the site
- Save evidence with a screenshot
- Speak with an adult or the Dignity Act Coordinator in your school
- If the cyberbullying consists of threats of violence, lewd material, stalking, or hate crimes, reach out to local law enforcement

<b>Rough Play</b>	<b>Real Fighting</b>	<b>Bullying</b>
Usually friends; often repeated (same players)	Usually not friends; typically not repeated	Typically not friends; generally repeated
Balance of power	Power relatively equal	Unequal power
No intent to harm	Intentional harm doing	Intentional harm doing
Affect is friendly; positive, mutual	Affect negative; aggressive, tense, hostile affect	Affect negative; aggressive & differs for victim and aggressor

Adapted from *Teacher Handbook* - Chapter 4; Pages 14-15.

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### **Code of Conduct**

The Code of Conduct applies to all students, school personnel and visitors on school property and grounds; at school-related events, activities and functions; during a school sponsored trip; on school transportation; and at all school sponsored programs whether offsite or onsite.

[District Code of Conduct](#)

### **Appropriate Use Policy**

Students are expected to use technology in an acceptable manner. These expectations have been defined by the Board of Education in their Acceptable Use Policy.

[Acceptable Use Policy](#)

### **Resources**

[Incident Report](#)

[District Code of Conduct](#)

[NYSED DASA Website](#)

[NYSED DASA Brochure](#)