

Ellenville Central School District
Alleged Harassment, Intimidation and Bullying Reporting Procedures

Definitions:

Harassment

The Dignity for All Students Act defines harassment as the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse 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; or conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety. Such conduct, verbal threats, intimidation or abuse, includes, but is not limited to conduct; verbal threats, intimidation or abuse based on a person's actual or perceived:

- race
- color
- weight
- national origin
- ethnic group
- religion
- religious practice
- disability
- sex
- sexual orientation
- gender (which includes a person's actual or perceived sex, as well as gender identity and expression).

Bullying

Bullying has been described by the USDE as unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying can occur before and after school hours, in a school building or places like a playground or bus, while a child is traveling to or from school or on the Internet. Children who are bullied and those who bully others could have serious, lasting problems. Additionally, according to the USDE, bullying generally involves the following characteristics:

An Imbalance of Power: Children who bully use their power, such as physical strength, access to embarrassing information, or popularity, to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

The Intent to Cause Harm: The person bullying has a goal of causing harm.

Repetition: Bullying behaviors generally happen more than once or have the potential to happen more than once.

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Examples of bullying include, but are not limited to:

Verbal: Name-calling, teasing, inappropriate sexual comments, taunting, and threatening to cause harm.

Social: Spreading rumors about someone, excluding others on purpose, telling other children not to be friends with someone, and embarrassing someone in public.

Physical: Hitting, punching, shoving, kicking, pinching, spitting, tripping, pushing, taking or breaking someone's things, and making mean or rude hand gestures.

Dignity for All Students Act Coordinator: The Dignity Act Coordinator for each school building will be the Assistant Principal. They are as follows:

See District website (each building page) for complete details

Bullying Reporting Process:

Students:

Any student witnessing or needing assistance with a bullying incident, should contact a teacher or school counselor, Assistant Principal or Principal for assistance. The teacher, school counselor, Assistant Principal or Principal will provide the Student Harassment, Intimidation or Bullying Incident Form. (See attached forms: Bullying Reporting Process and Student Harassment, Intimidation or Bullying)

The completed form will be forwarded to the Assistant Principal for investigation. At the completion of the investigation, the Assistant Principal, will take prompt actions, reasonably calculated, to end such conduct and to prevent a recurrence of the behavior to ensure the safety of the students involved.

Parents

Any parent needing assistance with a bullying incident should begin by contacting the Assistant Principal. The Assistant Principal will provide the parent with a Student Harassment, Intimidation or Bullying incident form to be completed.

The Assistant Principal will initiate an investigation. At the completion of the investigation, the Assistant Principal, will take prompt actions, reasonably calculated, to end such conduct and to prevent a recurrence of the behavior to ensure the safety of the students involved.

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School Employees

All school employees who witness or receive a report of harassment, intimidation or bullying will promptly (verbally or in writing) notify the Assistant Principal within one day of any such incident. A written report **MUST** be submitted, to the Assistant Principal, within two school days after making a verbal report.

Investigations

All investigations will be thorough and completed as promptly as possible. At the conclusion of the investigation and upon finding evidence of harassment, intimidation or bullying consistent with the District Code of Conduct (Policy 7571), the Building Administrator will take reasonable prompt actions to end such conduct and implement interventions to prevent recurrence of the behavior. If there is no evidence of harassment, intimidation or bullying the Building Administrator will notify the complainant in a timely manner.

Student Consequences/Remediation

Responses to students' violations of the policy shall be age-appropriate and include both consequences and appropriate remedial responses to a student who commits one or more acts of harassment, intimidation and/or bullying. Consequences for a student who commits an act or acts of intimidation, harassment and/or bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, the student's history of problem behaviors, and must be consistent with the District's' Code of Conduct.

Provisions for Students Who Do Not Feel Safe

Each reported case will be handled individually, and the student, parent/guardian, and school support staff and administration will collaborate to establish safety provisions that best meet the needs of the targeted student. Follow-up discussion and/or meetings will be scheduled, as needed, to ensure that safety concerns have been adequately addressed and to determine when and if accommodations need to be changed or discontinued.

Retaliation

Retaliation against anyone who, in good faith, reports or assists in the investigation of incidents involving harassment, intimidation or bullying is prohibited. Any witnesses who cooperated in the investigation of the complaint will be similarly instructed to report to the Dignity Act Coordinator immediately as to any retaliatory action(s). The Dignity Act Coordinator or designee will make follow up inquiries to ensure that harassment has not resumed or no retaliatory behavior has occurred. Any act of retaliation is prohibited and subject to appropriate disciplinary action.