



**East Ramapo Central School District**  
*"A Proud Past... An Enlightened Future"*

# **Dignity for All Students Act:**

## **What Employees Need to Know**

### **2015 - 2016**



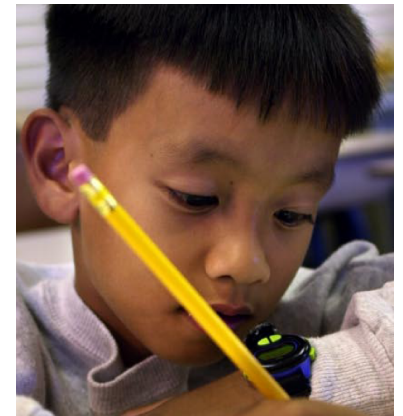
# Agenda

- ✓ **Code/Policies/Documentation**
- ✓ **Signs and effects of harassment and/or bullying**
- ✓ **Intervention**
- ✓ **Reporting**





**No student shall be  
subjected to  
harassment,  
discrimination, or  
bullying by  
employees  
or students**





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# CODE OF CONDUCT

# Codes & Policies

- ✓ E. Ramapo Code of Conduct on web
- ✓ ALL employees must read full Code of Conduct—use a highlighter to help
- ✓ ALL employees are required to enforce the Code of Conduct
- ✓ Page 3-4: Expectations for employees
- ✓ APPR includes classroom rules/climate

# Code of Conduct

**When all staff enforce the Code of Conduct fairly and consistently, how does this affect students?**



# Dignity Act Coordinator

- ✓ In each building
- ✓ Prepared to take reports, offer ideas and advice
- ✓ Oral report within 1 day
- ✓ Written report within 2 days
- ✓ Don't hesitate to contact



# ***“Sticks and stones.....”***





**That's so  
gay**

**You'll  
never  
get it.**

**Move  
your big  
butt**

**Retard**

**No student shall be subjected to harassment, discrimination or bullying based on actual or perceived:**

<b>Race</b>	<b>Color</b>
<b>Weight/Size</b>	<b>National origin</b>
<b>Ethnic group</b>	<b>Religion</b>
<b>Religious practice</b>	<b>Disability</b>
<b>Sexual orientation</b>	<b>Sex</b>
<b>Gender identity</b>	

# Examples of Inappropriate Conduct

- Pushing, shoving, hitting, kicking, punching
- Nonverbal threats/intimidation
- Stealing/Vandalizing things
- Intimidation, threats
- Rumors, gossip, lies
- Calling names
- Keeping someone out of a group
- Getting kids to “gang up” on others



# On-the-Spot Intervention



- **Notice and DEAL with it**
- **Model respectful behavior**
- **Calm, brief statement: “That language is not appropriate.” “We don’t treat our classmates that way.”**
- **Provide space/time for the target to calm down, if necessary.**

# On-the-Spot Intervention



- **Discuss with the person next to you some “on the spot” interventions that you could use next time it is needed.**
- **Together come up with at least 3 specific ideas.**
- **Discuss how RTI can be applied to student behaviors.**

# ***On the Spot Interventions***

- **“Name calling? Not here.”**
- **“In our school we show respect”**
- **“You can make other choices”**
- **“Everyone is welcome here”**
- **“Think positive”**

# Employee Reporting



**Any person can report suspected bullying or harassing incidents to any school employee, according to the Dignity Act. If someone reports something to you, you are mandated to tell your DAC or Administrator about the complaint within 1 day, and write up a summary of the complaint within 2 days.**

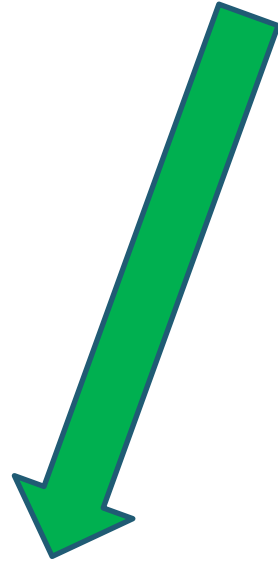


# Signs of Possible Bullying or Harassment

- **Grades dropping**
- **Student seems anxious or depressed**
- **Loss of interest in class, clubs or sports**
- **Lateness, more absences than usual**
- **Avoiding certain classes or areas or persons**
- **Change in hygiene or friend group**
- **New complaints of headaches, stomach aches etc.**
- **Change in demeanor or energy level**

# Suspected Dignity Act Violation

**DAC**



- **Safety Plan**
- **Corrective Action Plan**

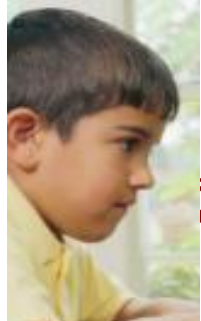
***Dean /  
Administrator***



**Discipline**



# **Effects of Bullying Harassment Discrimination**



- **Substantially interferes with a student's educational performance, opportunities, benefits**
- **Substantially interferes with a student's mental, emotional and/or physical well-being**
- **Reasonable fear for his/her physical safety or damage to his/her property**
- **Reasonable fear of physical injury or emotional harm.**

# FOCUS on SCHOOL CLIMATE

**Look at BIG PICTURE**

**Take the pulse**

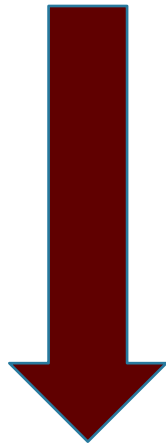
**Involve everyone**

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***Bullying***

***Harassment***

***Discrimination***



Teaching  
Diversity



We are the same  
on the inside!



**Can We Do It?**

**Yes, We Can!**