

0110

(X) Required

() Local

(X) Notice

SEXUAL HARASSMENT

The Board of Education recognizes that harassment of students and staff on the basis of sex, gender (including gender identity and expression) and/or sexual orientation is abusive and illegal behavior that harms targets and negatively impacts the school culture by creating an environment of fear, distrust, intimidation and intolerance. The Board further recognizes that preventing and remedying such harassment in schools is essential to ensure a healthy, nondiscriminatory environment in which students can learn and employees can work productively.

Sex-based harassment can be comprised of two types of behavior: sexual harassment and/or gender-based harassment. Sexual harassment is unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature (see regulation 0110-R for examples). Gender-based harassment includes verbal, nonverbal or physical aggression, intimidation or hostility that is based on actual or perceived gender (including gender identity and expression) and sexual stereotypes (see regulation 0110-R for examples). Sexual or gender-based harassment of a student can deny or limit the student’s ability to participate in or to receive benefits, services, or opportunities from the school’s program.

The Board is committed to providing an educational and working environment that promotes respect, dignity and equality and that is free from all forms of sexual harassment. To this end, the Board condemns and strictly prohibits all forms of sexual harassment on school grounds, school buses and at all school-sponsored activities, programs and events including those that take place at locations outside the district.

Because sexual harassment can occur staff to student, staff to staff, student to student, student to staff, male to female, female to male, male to male or female to female, it shall be a violation of this policy for any student, employee or third party (school visitor, vendor, etc.) to sexually harass any student or employee.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all targets of sexual harassment and persons with knowledge of sexual harassment report the harassment immediately. The district will promptly investigate all complaints of sexual harassment, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation. If the complainant reports that they feel unsafe at school due to the nature of the complaint, the district will determine if accommodations need to be made until the issue is resolved. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

0110

If, after appropriate investigation, the district finds that a student, an employee or a third party has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, district policy and state law.

All complainants and those who participate in the investigation of a complaint of sexual harassment have the right to be free from retaliation of any kind.

The Superintendent of Schools is directed to develop and implement regulations for reporting, investigating and remedying allegations of sexual harassment. These regulations are to be attached to this policy. In addition, training programs shall be established for students and employees to raise awareness of the issues surrounding sexual harassment and to implement preventative measures to help reduce incidents of sexual harassment. Age-appropriate instructional materials will be incorporated into the curriculum to educate students so that they can recognize and reduce the incidence of sexual harassment.

This policy shall be posted in a prominent place in each district facility, on the district's website, and shall also be published in student registration materials, student, parent and employee handbooks, and other appropriate school publications.

The district shall periodically review this policy's effectiveness and compliance with applicable state and federal law, and to recommend revisions to Board.

Ref: Education Amendments of 1972, Title IX, 20 U.S.C. §1681 *et seq.*

Title VII of Civil Rights Act (1964), 42 U.S.C. §2000-e; 34 CFR §100 *et seq.*

Davis v. Monroe County Board of Education, 526 U.S. 629, 652 (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)

Office for Civil Rights *Revised Sexual Harassment Guidance (January 19, 2001)*

Office for Civil Rights, *Dear Colleague Letter: Sexual Harassment Issues (2006)*

Office for Civil Rights, *Dear Colleague Letter: Bullying (October 26, 2010)*

Adoption date: January 6, 2020 PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

SEXUAL HARASSMENT REGULATION

This regulation is intended to create and preserve an educational and working environment free from unlawful sexual harassment on the basis of sex, gender (including gender identity and expression) and/or sexual orientation in furtherance of the district's commitment to provide a healthy and productive environment for all students and employees that promotes respect, dignity and equality.

Sexual Harassment Defined

"Sexual harassment" means unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature.

"Gender-based harassment" means verbal, non-verbal or physical aggression, intimidation or hostility that is based on actual or perceived gender identity or expression.

Sexual or gender-based harassment occurs when:

1. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of an employee's employment or a student's education (including any aspect of the student's participation in school-sponsored activities, or any other aspect of the student's education); or
2. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting an employee's employment or a student's education; or
3. the conduct or communication has the purpose or effect of substantially or unreasonably interfering with an employee's work performance or a student's academic performance or participation in school-sponsored activities, or creating an intimidating, hostile or offensive working or educational environment.

Unacceptable Conduct

School-related conduct that the district considers unacceptable and which may constitute sexual harassment includes, but is not limited to, the following: PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

1. rape, attempted rape, sexual assault, attempted sexual assault, forcible sexual abuse, hazing, and other sexual and gender-based activity of a criminal nature as defined under the State Penal Law;
2. unwelcome sexual invitations or requests for sexual activity in exchange for grades, promotions, preferences, favors, selection for extracurricular activities or job assignments, homework, etc.;
3. unwelcome and offensive public sexual display of affection, including kissing, making out, groping, fondling, petting, inappropriate touching of one's self or others, sexually suggestive dancing, and massages;
4. any unwelcome communication that is sexually suggestive, sexually degrading or implies sexual motives or intentions, such as sexual remarks or innuendoes about an individual's clothing, appearance

or activities; sexual jokes; sexual gestures; public conversations about sexual activities or exploits; sexual rumors and "ratings lists;" howling, catcalls, and whistles; sexually graphic computer files, messages or games, etc;

5. unwelcome and offensive name calling or profanity that is sexually suggestive, sexually degrading, implies sexual intentions, or that is based on sexual stereotypes or sexual orientation, gender identity or expression;

6. unwelcome physical contact or closeness that is sexually suggestive, sexually degrading, or sexually intimidating such as the unwelcome touching of another's body parts, cornering or blocking an individual, standing too close, spanking, pinching, following, stalking, frontal body hugs, etc.;

7. unwelcome and sexually offensive physical pranks or touching of an individual's clothing, such as hazing and initiation, "streaking," "mooning," "snuggies" or "wedgies" (pulling underwear up at the waist so it goes in between the buttocks), bra-snapping, skirt "flip-ups," "spiking" (pulling down someone's pants or swimming suit); pinching; placing hands inside an individual's pants, shirt, blouse, or dress, etc.;

8. unwelcome leers, stares, gestures, or slang that are sexually suggestive; sexually degrading or imply sexual motives or intentions;

9. clothing with sexually obscene or sexually explicit slogans or messages;

10. unwelcome and offensive skits, assemblies, and productions that are sexually suggestive, sexually degrading, or that imply sexual motives or intentions, or that are based on sexual stereotypes;

11. unwelcome written or pictorial display or distribution of pornographic or other sexually explicit materials such as magazines, videos, films, Internet material, etc.;

12. any unwelcome behavior based on sexual stereotypes and attitudes that is offensive, degrading, intimidating, or demeaning, including, but not limited to: PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

a. disparaging remarks, slurs, jokes about or aggression toward an individual because the person displays mannerisms or a style of dress inconsistent with stereotypical characteristics of the person's sex;

b. ostracizing or refusing to participate in group activities with an individual during class projects, physical education classes or field trips because of the individual's sex, gender expression or gender identity;

c. taunting or teasing an individual because they are participating in an activity not typically associated with the individual's sex or gender.

13. Any sexual relations between employees(s) and student(s).

For purposes of this regulation, action or conduct shall be considered "unwelcome" if the student or employee did not request or invite it and regarded the conduct as undesirable or offensive. In addition, in the remainder of this regulation, the term sexual harassment will refer to both sexual and gender-based harassment.

Determining if Prohibited Conduct is Sexual Harassment

Complaints of sexual harassment will be thoroughly investigated to determine whether the totality of the behavior and circumstances meet any of the elements of the above definition of sexual harassment and should therefore be treated as sexual harassment. Not all unacceptable conduct with sexual connotations may constitute sexual harassment. In many cases (other than quid pro quo situations where the alleged harasser offers academic or employment rewards or threatens punishment as an inducement for sexual favors), unacceptable behavior must be sufficiently severe, pervasive and objectively offensive to be considered sexual harassment. If the behavior doesn't rise to the level of sexual harassment, but is found to be objectionable behavior, the individual will be educated and counseled in order to prevent the behavior from continuing.

In evaluating the totality of the circumstances and making a determination of whether conduct constitutes sexual harassment, the individual investigating the complaint should consider:

1. the degree to which the conduct affected the ability of the student to participate in or benefit from his or her education or altered the conditions of the student's learning environment or altered the conditions of the employee's working environment; PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT
2. the type, frequency and duration of the conduct;
3. the identity of and relationship between the alleged harasser and the subject of the harassment (e.g., sexually based conduct by an authority figure is more likely to create a hostile environment than similar conduct by another student or a co-worker);
4. the number of individuals involved;
5. the age and sex of the alleged harasser and the subject of the harassment;
6. the location of the incidents and context in which they occurred;
7. other incidents at the school; and
8. incidents of gender-based, but non-sexual harassment.

Reporting Complaints

Any person who believes he or she has been the target of sexual harassment by a student, district employee or third party related to the school is required to report complaints as soon as possible after the incident in order to enable the district to effectively investigate and resolve the complaint. Targets are encouraged to submit the complaint in writing; however, complaints may be filed verbally.

Complaints should be filed with the **Principal or the Title IX coordinator**.

Any school employee who receives a complaint of sexual harassment from a student shall inform the student of the employee's obligation to report the complaint to the school administration, and then shall immediately notify the **Principal and/or the Title IX coordinator**.

In order to assist investigators, targets should document the harassment as soon as it occurs and with as much detail as possible including: the nature of the harassment; dates, times, places it has occurred;

name of harasser(s); witnesses to the harassment; and the target's response to the harassment.
PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

Confidentiality

It is district policy to respect the privacy of all parties and witnesses to complaints of sexual harassment. To the extent possible, the district will not release the details of a complaint or the identity of the complainant or the individual(s) against whom the complaint is filed to any third parties who do not need to know such information. However, because an individual's need for confidentiality must be balanced with the district's legal obligation to provide due process to the accused, to conduct a thorough investigation, or to take necessary action to resolve the complaint, the district retains the right to disclose the identity of parties and witnesses to complaints in appropriate circumstances to individuals with a need to know. The staff member responsible for investigating complaints will discuss confidentiality standards and concerns with all complainants.

If a complainant requests that his/her name not be revealed to the individual(s) against whom a complaint is filed, the staff member responsible for conducting the investigation shall inform the complainant that:

1. the request may limit the district's ability to respond to his/her complaint;
2. district policy and federal law prohibit retaliation against complainants and witnesses;
3. the district will attempt to prevent any retaliation; and
4. the district will take strong responsive action if retaliation occurs.

If the complainant still requests confidentiality after being given the notice above, the investigator will take all reasonable steps to investigate and respond to the complaint consistent with the request as long as doing so does not preclude the district from responding effectively to the harassment and preventing the harassment of other students or employees.

Investigation and Resolution Procedure

A. Initial (Building-level) Procedure

The Principal or the Title IX coordinator shall conduct a preliminary review when they receive a verbal or written complaint of sexual harassment, or if they observe sexual harassment. Except in the case of severe or criminal conduct, the **Principal or the Title IX coordinator** should make all reasonable efforts to resolve complaints informally at the school level. The goal of informal investigation and resolution procedures is to end the harassment and obtain a prompt and equitable resolution to a complaint.
PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

As soon as possible but no later than three working days following receipt of a complaint, the **Principal or Title IX coordinator** should begin an investigation of the complaint according to the following steps:

1. Interview the target and document the conversation. Instruct the target to have no contact or communication regarding the complaint with the alleged harasser. Ask the target specifically what action he/she wants taken in order to resolve the complaint. Refer the target, as appropriate, to school

social workers, school psychologists, crisis team managers, other school staff, or appropriate outside agencies for counseling services.

2. Review any written documentation of the harassment prepared by the target. If the target has not prepared written documentation, instruct the target to do so, providing alternative formats for individuals with disabilities and young children, who have difficulty writing and need accommodation.

3. Interview the alleged harasser regarding the complaint and inform the alleged harasser that if the objectionable conduct has occurred, it must cease immediately. Document the conversation. Provide the alleged harasser an opportunity to respond to the charges in writing.

4. Instruct the alleged harasser to have no contact or communication regarding the complaint with the target and to not retaliate against the target. Warn the alleged harasser that if he/she makes contact with or retaliates against the target, he/she will be subject to immediate disciplinary action.

5. Interview any witnesses to the complaint. Where appropriate, obtain a written statement from each witness. Caution each witness to keep the complaint and his/her statement confidential.

6. Review all documentation and information relevant to the complaint.

7. Where appropriate, suggest mediation as a potential means of resolving the complaint. In addition to mediation, use appropriate informal methods to resolve the complaint, including but not limited to:

a. discussion with the accused, informing him or her of the district's policies and indicating that the behavior must stop;

b. suggesting counseling and/or sensitivity training;

c. conducting training for the department or school in which the behavior occurred, calling attention to the consequences of engaging in such behavior;

d. requesting a letter of apology to the complainant;

e. writing letters of caution or reprimand; and/or PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

f. separating the parties.

8. Parent/Student/Employee Involvement and Notification

a. Parents of student targets and accused students shall be notified within one school day of allegations that are serious or involve repeated conduct.

b. The parents of students who file complaints are welcome to participate at each stage of both informal and formal investigation and resolution procedures.

c. If either the target or the accused is a disabled student receiving special education services under an IEP or section 504/Americans with Disabilities Act accommodations, the committee on special education will be consulted to determine the degree to which the student's disability either caused or is affected by the discrimination or policy violation. In addition, due process procedures required for persons with disabilities under state and federal law shall be followed.

d. The **Principal or Title IX Coordinator** (i.e., the investigator) shall submit a copy of all investigation and interview documentation to the Superintendent.

e. The investigator shall report back to both the target and the accused, notifying them in writing, and also in person as appropriate regarding the outcome of the investigation and the action taken to resolve the complaint. The investigator shall instruct the target to report immediately if the objectionable behavior occurs again or if the alleged harasser retaliates against him/her.

f. The investigator shall notify the target that if he/she desires further investigation and action, he/she may request a district level investigation by contacting the Superintendent of Schools. The investigator shall also notify the target of his/her right to contact the U.S. Department of Education's Office for Civil Rights and/or a private attorney. Employees may also contact the U.S. Equal Employment Opportunity Commission or the New York State Division of Human Rights.

If the initial investigation results in a determination that sexual harassment did occur, the investigator will promptly notify the Superintendent, who shall then take prompt disciplinary action in accordance with district policy, the applicable collective bargaining agreement or state law. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

If a complaint received by the **Principal or the Title IX Coordinator** contains evidence or allegations of serious or extreme harassment, such as employee to student harassment, criminal touching, quid pro quo (e.g., offering an academic or employment reward or punishment as an inducement for sexual favors), or acts which shock the conscience of a reasonable person, the complaint shall be referred promptly to the Superintendent. In addition, where the **Principal or the Title IX coordinator** has a reasonable suspicion that the alleged harassment involves criminal activity, he/she should immediately notify the Superintendent, who shall then contact appropriate child protection and law enforcement authorities. Where criminal activity is alleged or suspected by a district employee, the accused employee shall be suspended pending the outcome of the investigation, consistent with all contractual or statutory requirements.

Any party who is not satisfied with the outcome of the initial investigation by the **Principal or the Title IX coordinator** may request a district-level investigation by submitting a written complaint to the Superintendent within 30 days.

B. District-level Procedure

The Superintendent shall promptly investigate and resolve all sexual harassment complaints that are referred to him/her by a **Principal or Title IX coordinator**, as well as those appealed to the Superintendent following an initial investigation by a **Principal or Title IX coordinator**. In the event the complaint of sexual harassment involves the Superintendent, the complaint shall be filed with or referred to the Board President, who shall refer the complaint to a trained investigator not employed by the district for investigation.

The district level investigation should begin as soon as possible but not later than three working days following receipt of the complaint by the Superintendent or Board President.

In conducting the formal district level investigation, the district will use investigators who have received formal training in sexual harassment investigation or that have previous experience investigating sexual harassment complaints.

If a district investigation results in a determination that sexual harassment did occur, prompt corrective action will be taken to end the harassment. Where appropriate, district investigators may suggest mediation as a means of exploring options of corrective action and informally resolving the complaint.

PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

No later than 30 calendar days of the parties receipt of the investigation outcome following receipt of the complaint, the Superintendent (or in cases involving the Superintendent, the Board-appointed investigator) will notify the target and alleged harasser, in writing, of the outcome of the investigation. If additional time is needed to complete the investigation or take appropriate action, the Superintendent or Board-appointed investigator will provide all parties with a written status report within 30 days following receipt of the complaint.

The target and the alleged harasser have the right to be represented by a person of their choice, at their own expense, during sexual harassment investigations and hearings. In addition, targets have the right to register sexual harassment complaints with the U.S. Department of Education's Office for Civil Rights.

Employee targets also have the right to register complaints with the federal Equal Employment Opportunity Commission and the New York State Division of Human Rights. Nothing in these regulations shall be construed to limit the right of the complainant to file a lawsuit in either state or federal court.

Retaliation Prohibited

Any act of retaliation against any person who opposes sexually harassing behavior, or who has filed a complaint, is prohibited and illegal, and therefore subject to disciplinary action. Likewise, retaliation against any person who has testified, assisted, or participated in any manner in an investigation, proceeding, or hearing of a sexual harassment complaint is prohibited. For purposes of this policy, retaliation includes but is not limited to: verbal or physical threats, intimidation, ridicule, bribes, destruction of property, spreading rumors, stalking, harassing phone calls, and any other form of harassment. Any person who retaliates is subject to immediate disciplinary action, up to and including suspension or termination.

Discipline/Penalties

Any individual who violates the sexual harassment policy by engaging in prohibited sexual harassment will be subject to appropriate disciplinary action. Disciplinary measures available to school authorities include, but are not limited to the following:

Students: Discipline may range from a reprimand up to and including suspension from school, to be imposed consistent with the student conduct and discipline policy and applicable law. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

Employees: Discipline may range from a warning up to and including termination, to be imposed consistent with all applicable contractual and statutory rights.

Volunteers: Penalties may range from a warning up to and including loss of volunteer assignment.

Vendors: Penalties may range from a warning up to and including loss of district business.

Other individuals: Penalties may range from a warning up to and including denial of future access to school property.

False Complaints

False or malicious complaints of sexual harassment may result in corrective or disciplinary action taken against the complainant.

Training

All students and employees shall be informed of this policy in student and employee handbooks, on the district website and student registration materials. A poster summarizing the policy shall also be posted in a prominent location at each school. All secondary school student body officers shall receive district training about the policy at the beginning of each school year.

In addition, age-appropriate curricular materials will be made available so that it can be incorporated in instruction K-12 to ensure that all students are educated to recognize and report sexual harassment.

All new employees shall receive information about this policy and regulation at new employee orientation. All other employees shall be provided information at least once a year regarding this policy and the district's commitment to a harassment-free learning and working environment. Principals, Title IX coordinators, and other administrative employees who have specific responsibilities for investigating and resolving complaints of sexual harassment shall receive yearly training on this policy, regulation and related legal developments.

Principals in each school and program directors shall be responsible for informing students and staff on a yearly basis of the terms of this policy, including the procedures established for investigation and resolution of complaints, general issues surrounding sexual harassment, the rights and responsibilities of students and employees, and the impact of sexual harassment on the target.

Adoption date: January 6, 2020 PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

0115

() Required

() Local

(X) Notice

STUDENT HARASSMENT AND BULLYING

PREVENTION AND INTERVENTION

The Board of Education of the Plainview-Old Bethpage Central School District is committed to providing an educational environment that promotes respect, dignity and equality. The Board recognizes that students' ability to learn and to meet high academic standards and a school's ability to educate its students are compromised by incidents of: harassment, bullying, including cyberbullying, and/or discrimination against students, including but not limited to harassment, bullying, including cyberbullying and/or discrimination based on a person's actual or perceived races, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression), or sex. Such incidents interfere with the mission of the District to educate its students and disrupts the operation of the schools. Such behavior affects not only the individuals who are its targets, but also those who participate in or witness such acts. Since "cyberbullying" is a form of bullying, the term "bullying" as used in this Policy and its Administrative Regulations will implicitly include cyberbullying even if it is not explicitly stated.

Therefore, in accordance with the Dignity for All Students Act, New York Education Law, Article 2, it is the policy of the District to prohibit, bullying, including cyberbullying, and/or discrimination by employees or student on school property, school transportation, and at all school-sponsored programs, activities, events and functions including but not limited to acts of harassment, bullying cyberbullying, and/or discrimination occurring off school property where such acts create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Nothing herein shall be construed to prohibit a denial of admission into, or exclusions from, a course or instruction based on a person's gender (including gender identity and expression) that would be permissible under Education Law Sections 3201-a or 2854(a) and Title IX of the Education Amendments of 1972 (20 U.S.C. Section 1681, et seq.) or to prohibit, as discrimination based on disability, actions that would be permissible under Section 504 of the Rehabilitation Act of 1973 and/or the Americans with Disabilities Act.

Acts of harassment, bullying, including cyberbullying, and/or discrimination are prohibited, whether they are committed directly or indirectly, in person (face-to-face), through the use of technology, or by the use of any PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

method of communication, including but not limited to electronic communication. Individuals engaging in such prohibited behavior may be subject to disciplinary consequences.

Definitions:

Discrimination is the act of denying rights, benefits, justice, equitable treatment or access to facilities available to all others, to an individual or group of people because of the group, class or category to which that person belongs. Discrimination means “discrimination against any student by a student or students and/or employees on school property at a school function, including, but not limited to discrimination based on a person’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression) or sex.”

Harassment and Bullying shall mean the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that:

- a. 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
- b. reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; or
- c. reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or
- d. Such definition shall include acts of harassment or bullying that occur:
 - i) On school property;
 - ii) At a school function; and/or
 - iii) Off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property, where such acts create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

For purposes of this policy, the term “threats, intimidation or abuse” shall include verbal and non-verbal actions. Acts of harassment or bullying shall include, but not limited to, those acts based on a person’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression) or sex. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

“Emotional harm” that takes place in the context of harassment or bullying means harm to a student’s emotional well-being through creation of a hostile school environment that is so severe or pervasive as to reasonably and substantially interfere with a student’s education.

“Cyberbullying” shall mean harassment or bullying, as defined in this Policy and New York Education Law § 11(7), where such harassment or bullying occurs through any form of electronic communication.

There are at least four kinds of bullying: verbal, physical, social/relational and intimidation. (*Barbara Coloroso, The Bully, The Bullied & The Bystander, 2003*)

“Electronic communication” includes any communication transmitted by means of an electronic device, including but not limited to, a telephone, cellular phone, computer, laptop, pager, any hand-held device, and includes communications transmitted through email, text message, instant message, voicemail, social networking sites (e.g. Facebook, Twitter, Instagram, etc.) webpage, video or blogs.

Material incident of Harassment, Bullying, and/or Discrimination” means a single verified incident or a series of related verified incidents where a student is subjected to harassment, bullying and/or discrimination by a student and/or employee on school property or at a school function. In addition, such term shall include a verified incident or series of incidents of harassment or bullying that occur off school property where such acts create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property, and is the subject of a written or oral complaint to the superintendent, principal, or his/her/their designee, or other school employee.

“Hazing” is an induction, initiation or membership process involving harassment which produces public humiliation, physical or emotional discomfort, bodily injury or public ridicule or creates a situation where public humiliation, physical or emotional discomfort, bodily injury or public ridicule is likely to occur.

“School Property” means in or within any building, structure, athletic playing field, playground, parking lot or land contained within the real property boundary line of a public elementary or secondary school, including a charter school; or in or on a school bus as defined in New York Vehicle and Traffic Law Section 142. (Every motor vehicle owned by a public or governmental agency or private school and operated for the transportation of pupils, children of pupils, teachers and other persons acting in a supervisory capacity, to or from school or school activities or privately owned and operated for compensation for the transportation of pupils, children of pupils, teachers and other persons acting in a PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT supervisory capacity to or from school or school activities.

Any act of harassment, bullying, including cyberbullying, and/or discrimination by an employee or student against a student, including any act of bullying, including cyberbullying, occurring off school property that creates or would foreseeably create a risk of substantial disruption within the school environment, or where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property may be subject to discipline. The prohibition of bullying, including cyberbullying, discrimination and/or harassment along with sanctions for such misconduct will be included in the *District Code of Conduct* for all grade levels. Any student who is in violation of District Policy and/or Regulation will be subject to disciplinary measures in accordance with applicable laws and/or regulations, District Policy and Administrative Regulations and the *District Code of Conduct*.

The Superintendent and/or his/her designee shall develop guidelines relating to measured, balanced and age-appropriate responses to instances of harassment, bullying or discrimination by students, with remedies and procedures following a progressive model that make appropriate use of intervention, discipline and education, vary in method according to the nature of the offending student’s behavior, the developmental age of the offending student, the offending student’s history of problem behaviors, the impact the offending students’ behaviors had on other individual(s), and any extenuating circumstances that are consistent with the district’s Code of Conduct.

Dignity Act Coordinator

At least one employee in every school shall be designated as a Dignity Act Coordinator and shall be:

(i) Instructed in the provisions of this Policy;

(ii) Thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression), and sex;

(iii) Provided with training which addresses the social patterns of harassment, bullying and discrimination, including but not limited to those acts based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression), and sex;

(iv) Provided with training in the identification and mitigation of harassment, bullying and discrimination; and

(v) Provided with training in strategies for effectively addressing problems of exclusion, bias, and aggression in educational settings.

(vi) The designation of each Dignity Act Coordinator shall be approved by the Board of Education. The Dignity Act Coordinator shall be employed PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

by the School District, and be licensed and/or certified by the commissioner of Education as a classroom teacher, school counselor, school psychologist, school nurse, school social worker, school administrator or supervisor, or superintendent of schools.

(vii) The name(s) and contact information for the Dignity Act Coordinator(s) shall be shared with all school personnel, students, and persons in parental relation, which shall include, but is not limited to, providing the name, designated school, and contact information of each Dignity Act Coordinator by:

(a) Listing such information in the Code of Conduct and updates posted on the Internet web site, if available, of the school or school district; provided that, a change in the name and/or contact information of a Dignity Act Coordinator shall not be deemed to constitute a revision to the Code of Conduct so as to require a public hearing be held and nothing herein shall be deemed to require such public hearing in such instance; and

(b) Posting such information in highly-visible areas of school buildings; and

(c) Making such information available at the district and school-level administrative offices; and either

(d) Including such information in the plain language summary of the Code of Conduct provided to all persons in parental relation to students before the beginning of each school year, or providing such information to parents and persons in parental relation at least once per school year in a manner as determined by the school, including, but not limited to, through electronic communication and/or sending such information home with students.

(viii) In the event a Dignity Act Coordinator vacates his or her position, another eligible employee shall be immediately designated by the Superintendent for an Interim appointment as Dignity Act coordinator, pending approval of a successor Coordinator by the Board of Education within 30 days of

the date the position was vacated. In the event a Coordinator is unable to perform the duties of his or her position for an extended period of time, another eligible employee shall be immediately designated by the Superintendent for an interim appointment as Dignity Act Coordinator, pending return of the previous Coordinator to his or her duties as Coordinator.

Reporting of Incidents and Responding To Incidents:

(i) School employees who witness harassment, bullying, and/or discrimination or receive an oral or written report of harassment, bullying, and/or discrimination shall promptly orally notify the Principal not later PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

than one school day after such employee witnesses or receives a report of harassment, bullying, and/or discrimination, and,

(ii) Such school employee shall also file a written report with the Principal in a manner prescribed by the school district no later than two school days after making an oral report.

(iii) The Principal shall lead or supervise the thorough investigation of all reports of harassment, bullying, including cyberbullying and/or discrimination, and ensure that such investigation is completed promptly after receipt of any written reports made under subsection (ii).

(iv) When responding to acts of harassment, bullying, and/or discrimination and when an investigation verified a material incident of harassment, bullying, and/or discrimination, the district shall take prompt action reasonably calculated to end the harassment, bullying, and/or discrimination, eliminate any hostile environment, create a more positive school culture and climate, prevent recurrence of the behavior, and ensure the safety of the student or students against whom such behavior was directed. With respect to such acts by students against students, such prompt action by the District shall incorporate a progressive model of student discipline that includes measured, balanced and age-appropriate remedies and procedures that make appropriate use of prevention, education, intervention and discipline, and considers amount other things, the nature and severity of the offending student's behavior(s), the developmental age of the student, the previous disciplinary record of the student and other extenuating circumstances, and the impact the student's behaviors had on the individual(s) who was physically injured and shall be consistent with the district's code of conduct.

(v) The Principal shall notify promptly the appropriate local law enforcement agency when it is believed that any harassment, bullying or discrimination constitutes criminal conduct.

(vi) Each Building Principal shall provide a regular report on data and trends related to harassment, bullying, and/or discrimination to the Superintendent. For the purpose of this subdivision, the term "regular report" shall mean at least once during each school year, and in a manner prescribed by the Superintendent and/or his/her designee.

The District shall submit to the commissioner of education an annual report of material incidents of harassment, bullying, and/or discrimination that occurred in such school year, in accordance with Education Law Section 15 and the Regulations of the Commissioner of Education. Such report shall be submitted in a manner prescribed by the Commissioner of Education, on or before the basic educational data system (BEDS) reporting deadline or such other date as determined by the Commissioner.

For purposes of reporting, the district shall include in its annual report all material incidents of harassment, bullying, and/or discrimination that; PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

- 1) Are the result of the investigation of a written or oral complaint made to the Principal or to any other employee; or
- 2) Are otherwise directly observed by such Principal or by any other employee regardless of whether a complaint is made.

Such report shall include information describing the specific nature of the incident, including, but not limited to:

- 1) The type(s) of bias involved (actual or perceived race, color, weight, national origin, ethnic group, religion, religious practices, disability, sexual orientation, gender (including gender identity and expression), sex, or other). Where multiple types of bias are involved, they shall all be reported;
- 2) Whether the incident resulted from student and/or employee conduct;
- 3) Whether the incident involved physical contact and/or threats, intimidation or abuse, including cyberbullying as defined in this Policy and in Education Law Section 11(8); and
- 4) The location where the incident occurred (on school property or at a school function, or off school property where applicable).

Policy Implementation:

The Superintendent of Schools and/or his/her designee shall develop and implement regulations for reporting, investigating, and addressing allegations and incidents of bullying and harassment.

The Board recognizes that the effective implementation of this Policy requires that the Policy be part of a District-wide educational program which shall include elements of prevention, intervention and consequences:

Prevention will include:

Dignity for All Students Act school employee training programs to promote a positive school environment that is free from harassment, bullying and/or discrimination. Such school employee training programs shall relate to the development of nondiscriminatory instructional and counseling methods, and shall provide employees, including school district administrators and instructional and non-instructional staff with training to:

- a) Raise awareness and sensitivity to potential acts of harassment, bullying, and/or discrimination directed at students that are committed by students and/or school employees on school property or at a school function or off school property pursuant to this Policy and applicable law and regulation; including but not limited to, harassment, bullying, and/or discrimination based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT orientation, gender (including gender identity and expression) or sex.

- b) Such training shall address the social patterns of harassment, bullying and/or discrimination, the identification and mitigation of such acts, and strategies for effectively addressing problems of exclusion, bias and aggression in educational settings;
 - c) Enable employees to prevent and respond to incidents of harassment, bullying and/or discrimination against students;
 - d) Make school employees aware of the effects of harassment, bullying, including cyberbullying, and/or discrimination on students;
 - e) Ensure the effective implementation of school policy on school conduct and discipline, and promote a safe and supportive school climate while discouraging harassment, bullying, and/or discrimination against students by students and/or school employees;
 - f) Include safe and supportive school climate concepts in curriculum and classroom management; and
 - g) Be implemented and conducted in conjunction with existing professional development training and/or with any other training for school employees.
- (1) Promoting student involvement in anti-bullying anti-harassment and anti- discrimination efforts, peer support, mutual respect, and creating a District-wide culture that encourages students and others to report incidents of bullying and harassment, or similar behavior to an adult;
 - (2) Collaborating with families and the community to inform parents and guardians about the prevalence, causes, and consequences of harassment, bullying and /or discrimination;
 - (3) Providing instruction for students in grades K-12 in civility, empathy, citizenship and character education in accordance with Section 801-a of the Education Law that supports development of a school environment free of harassment, bullying, and discrimination as required by the Dignity for All Students Act (Article 2 of the Education Law), including but not limited to instruction that raises awareness and sensitivity to harassment, bullying, and/or discrimination based on a person’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity and expression) or sex.
 - (4) Providing guidelines relating to the development of nondiscriminatory instructional and counseling methods.

Intervention will include:

- (1) training for employees, including school district administrators and instructional and non-instructional staff on how to recognize and respond appropriately to students who engage in bullying or harassing PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT behavior, are targets of such behavior, and are bystanders who do not report such behavior; and as set forth above;
- (2) remedial measures designed to correct the bullying or harassing conduct, prevent another occurrence, and protect the target;
- (3) development of nondiscriminatory instructional and counseling methods; and

- a. including such information included in student registration materials, student, parent, and employee handbooks, on the school website, and other appropriate school publications, and will be distributed to students and staff annually at the beginning of the school year;
- b. listing such information in the Code of Conduct and updates posted on the Internet website, if available;
- c. including such information in the plain language summary of the Code of Conduct provided to all persons in parental relation to students before the beginning of each school year;
- d. providing such information to parents and persons of parental relation in at least one district or school mailing or other method of distribution including, but not limited to, sending such information home with each student and, if such information changes, in at least one subsequent district or school mailing or other such method of distribution as soon as practicable thereafter;
- e. posting such information in highly visible areas of school buildings; and
- f. making such information available at the district and school-level administrative offices.

Consequences:

(1) The Superintendent and/or his/her designee shall develop guidelines relating to measured, balanced and age-appropriate responses to instances of harassment, bullying or discrimination by students against students, with remedies and procedures following a progressive model that make appropriate use of intervention, discipline and education, vary in method according to the nature of the offending student's behavior, the developmental age of the offending student, the offending student's history of problem behaviors, the impact the offending students' behaviors had on other individual(s), and any extenuating circumstances and are consistent with the District's Code of Conduct.

(2) Consequences may include discipline, including suspensions and expulsions consistent with the Student Code of Conduct or termination consistent with all rights under law, collective bargaining agreements and other applicable agreements; and PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

(3) recognition for positive behavior exhibited by students who take an active role in addressing prohibited behaviors.

This policy shall be posted in a prominent place in each District facility, shall also be included in the code of conduct in plain language, student registration materials, student, parent and employee handbooks, on the District website and other appropriate school publications, and distributed to students and staff annually at the beginning of the school year. A summary of this policy shall be included as a part of the District's summary of the code of conduct.

Protection of Individuals who report Harassment, Bullying and/or Discrimination and Prohibition of Retaliation

Pursuant to Education Law Section 16 and the Regulations of the Commissioner of Education, any person having reasonable cause to suspect that a student has been subjected to harassment, bullying, and/or discrimination by an employee or student, on school grounds or at a school function, who, acting reasonably and in good faith, reports such information to school officials, to the Commissioner, or to law

enforcement authorities or otherwise initiates, testifies, participates or assists in any formal or informal proceedings shall have immunity from any civil liability that may arise from the making of such report or from initiating, testifying, participating or assisting in such formal or informal proceedings.

No school district, BOCES or charter school, or an employee thereof, shall take, request or cause a retaliatory action against any such person who, acting reasonably and in good faith, either makes such a report of initiates, testifies, participates or assists in such formal or informal proceedings.

Cross-ref: 0100, Equal Opportunity and Nondiscrimination

0110, Sexual Harassment

4321, Programs for Students with Disabilities

5300, Code of Conduct

5710. Violent and Disruptive Incident Reporting

9700, Staff Development

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 CFR §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.* PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

Executive Law §290 *et seq.* (New York State Human Rights Law)

Education Law §§313(3), 3201, 3201-a

8 NYCRR 100.2(c), (l), (jj), (kk); 119.6

Adoption date: January 6, 2020 PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

0115-R

STUDENT HARASSMENT AND BULLYING PREVENTION AND INTERVENTION REGULATION

Reporting and Investigation

In order for the Board of Education to effectively enforce this policy and to take prompt corrective measures, it is essential that all complainants and persons with knowledge of bullying and harassment report such behavior immediately to the Principal or the Assistant Principal as soon as possible after the incident so that it may be effectively investigated and resolved. The district will promptly investigate all complaints, either formal or informal, verbal or written. To the extent possible, all complaints will be treated in a confidential manner, although limited disclosure may be necessary to complete a thorough investigation.

In order to assist investigators, individuals should document the harassment, hazing, and bullying as soon as it occurs and with as much detail as possible including: the nature of the incident(s); dates, times, places it has occurred; name of perpetrator(s); witnesses to the incident(s); and the student(s) complainant's response to the incident.

If, after appropriate investigation, the district finds that a student, an employee or a third party has violated this policy, corrective action will be taken in accordance with the Code of Conduct, applicable collective bargaining agreement, district policy and state law.

Confidentiality

It is district policy to respect the privacy of all parties and witnesses to complaints of bullying and harassment. To the extent possible, the district will not release the details of a complaint or the identity of the complainant or the individual(s) against whom the complaint is filed to any third parties who do not need to know such information. However, because an individual's need for confidentiality must be balanced with the district's legal obligation to provide due process to the accused, to conduct a thorough investigation, or to take necessary action to resolve the complaint, the district retains the right to disclose the identity of parties and witnesses to complaints in appropriate circumstances to individuals with a need to know. The staff member responsible for investigating complaints will discuss confidentiality standards and concerns with all complainants. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

If a complainant requests that his/her name not be revealed to the individual(s) against whom a complaint is filed, the staff member responsible for conducting the investigation shall inform the complainant that:

1. the request may limit the district's ability to respond to his/her complaint;
2. district policy and federal law prohibit retaliation against complainants and witnesses;
3. the district will attempt to prevent any retaliation; and
4. the district will take action if retaliation occurs.

If the complainant still requests confidentiality after being given the notice above, the investigator will take all reasonable steps to investigate and respond to the complaint consistent with the request as long

as doing so does not preclude the district from responding effectively to the bullying and preventing the bullying of other students.

Investigation and Resolution Procedure

A. Initial (Building-level) Procedure

Whenever a complaint of bullying and harassment is received whether verbal or written, it will be subject to a preliminary review and investigation. Except in the case of severe or criminal conduct, the Principal or Assistant Principal should make all reasonable efforts to resolve complaints at the school level. The goal of the procedures is to end the bullying and obtain a prompt and equitable resolution to a complaint.

As soon as possible but no later than three working days following receipt of a complaint, the Principal or Assistant Principal should begin an investigation of the complaint by:

- Reviewing any written documentation provided by the victim(s).
- Conducting separate interviews of the student complainant(s), alleged perpetrator(s), and witnesses, if any, and documenting the conversations.
- Providing the alleged perpetrator(s) a chance to respond and notify him/her that if objectionable behavior has occurred, it must cease immediately and that the individual may be subject to discipline.

Parents of student complainants and accused students should be notified on the same school day if possible and no later than 24 hours, of allegations that are serious or involve repeated conduct.

Where appropriate, the following methods may be used to resolve the complaint, including but not limited to: PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

- a. discussion with the accused, informing him or her of the district's policies and indicating that the behavior must stop;
- b. suggesting counseling, skill building activities and/or sensitivity training;
- c. conducting training for the department or school in which the behavior occurred, calling attention to the consequences of engaging in such behavior;
- d. requesting a letter of apology to the student complainant(s);
- e. writing letters of caution or reprimand, and/or
- f. separating the parties.

Appropriate disciplinary action shall be recommended and imposed in accordance with district policy, the applicable collective bargaining agreement or state law.

The Principal or the Assistant Principal shall report back to both the complainant(s) and the accused and their parents/guardians, in person and/or in writing, as appropriate, regarding the outcome of the investigation and the measures taken to resolve the complaint. The complainant shall report immediately if the objectionable behavior occurs again or if the alleged perpetrator retaliates against him/her.

If a complaint contains evidence or allegations of serious or extreme bullying, the complaint shall be referred promptly to the Superintendent. In addition, where the Principal or the Assistant Principal has a reasonable suspicion that the alleged bullying incident involves criminal activity, he/she should immediately notify the Superintendent, who shall then contact the school attorney, appropriate child protection and law enforcement authorities.

Any party who is not satisfied with the outcome of the initial investigation by the Principal or the Assistant Principal may appeal the outcome of the initial investigation by submitting a written complaint to the Superintendent within 30 days.

B. District-level Procedure

The Superintendent or his/her designee shall attempt to resolve all appeals to the Superintendent following an initial investigation by the Principal or the Assistant Principal. In the event the complaint involves the Superintendent, the complaint shall be filed with or referred to the Board President, who shall refer the complaint to an appropriate individual for investigation.

The appeal process should begin as soon as possible but not later than three working days following receipt of the appeal to the Superintendent. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

In conducting the formal district level appeal, the district will endeavor to use individuals who have received training regarding such investigations or that have previous experience investigating such complaints.

If a district appeal results in a determination that bullying did occur, prompt corrective action will be taken to end the misbehavior.

No later than 30 days following receipt of the appeal, the Superintendent (or in cases involving the Superintendent, the Board-appointed investigator) will notify the student complainant and alleged perpetrator and their parents/guardians, in writing, of the outcome of the investigation. If additional time is needed to complete the investigation or take appropriate action, the Superintendent or Board-appointed investigator will provide all parties with a written status report as soon as possible, however, no later than 30 days following receipt of the appeal.

Where incidents involve violations of civil rights, the victim and the alleged perpetrator have the right to be represented by a person of their choice, at their own expense, during investigations and hearings. In addition, victims have the right to register complaints with the U.S. Department of Education's Office for Civil Rights.

Retaliation Prohibited

Any act of retaliation against any person who opposes bullying behavior, or who has filed a complaint, is prohibited and illegal, and therefore subject to disciplinary action. Likewise, retaliation against any person who has testified assisted, or participated in any manner in an investigation, proceeding, or hearing of a bullying complaint is prohibited. For purposes of this policy, retaliation includes but is not limited to: verbal or physical threats, intimidation, ridicule, bribes, destruction of property, spreading rumors, exclusion, stalking, harassing phone calls or electronic communication, and any other form of harassment. Any person who retaliates is subject to immediate disciplinary action, up to and including suspension or termination.

Discipline/Penalties

Any individual who violates this policy by engaging in prohibited bullying will be subject to appropriate disciplinary action. Disciplinary measures available to school authorities include, but are not limited to the following:

Students: Discipline may range from a reprimand up to and including suspension from school, to be imposed consistent with the student conduct and discipline policy (Code of Conduct) and applicable law.
PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

Employees: Discipline may range from a warning up to and including termination, to be imposed consistent with all applicable contractual and statutory rights.

Volunteers: Penalties may range from a warning up to and including loss of volunteer assignment.

Vendors: Penalties may range from a warning up to and including loss of district business.

Other individuals: Penalties may range from a warning up to and including denial of future access to school property.

Training

All students and employees shall be informed of this policy in student and employee handbooks, on the district website and student registration materials. A poster summarizing the policy shall also be posted in a prominent location at each school.

All employees and in cooperation with our vendors, all bus drivers shall receive information about the policy and regulation at least once a year. Administrative employees and other staff, such as counselors or social workers, who have specific responsibilities for investigation and/or resolving complaints of bullying shall receive yearly training to support implementation of this policy, regulation and on related legal developments.

Principals in each school shall be responsible for informing students and staff on a yearly basis of the terms of this policy, including the procedures for filing a complaint and the impact of bullying on the victim and bystanders.

Training needs in support of this bullying and harassment prevention and intervention program will be reflected in the district's annual staff development program, in curriculum and will be considered in the budget process. The Superintendent or his delegate shall ensure that the course of instruction in grades kindergarten through twelve includes a component on civility, citizenship and character education. Such component shall instruct students on the principles of honesty, tolerance, personal responsibility, respect for others, observance of laws and rules, courtesy, dignity and other traits which will enhance the quality of their experiences in, and contributions to, the community.

Training will also include discussions about different kinds of bullying: verbal, physical and social/recreational. PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

- Verbal bullying may include, but is not limited to, instances of name calling, insulting remarks, verbal teasing, frightening phone calls, violent threats, extortion, taunting, gossip, spreading rumors, slurs,

threatening electronic communications, anonymous notes, etc., provided that a hostile educational environment has been created as defined in Paragraphs 1(a) and (b) in Policy #0115.

- Physical bullying may include, but is not limited to, instances of poking, slapping, hitting, tripping or causing a fall, choking, kicking, punching, biting, pinching, scratching, spitting, twisting arms or legs, damaging clothes and personal property, or threatening gestures provided that a hostile educational environment has been created as defined in Paragraphs 1(a) and (b) in Policy #0115.

- Social or relational bullying may include, but is not limited to, isolating, shunning, spreading rumors or gossiping, arranging public humiliation, undermining relationships, teasing about clothing, and [threatening or intimidating stares], etc. provided that a hostile educational environment has been created as defined in Paragraphs 1(a) and (b) in Policy #0115.

(Barbara Coloroso, The Bully, The Bullied & The Bystander, 2003)

Adoption date: January 6, 2020 PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

PLAINVIEW-OLD BETHPAGE CSD

DASA BULLYING OR HARASSMENT FORMAL COMPLAINT FORM

The Plainview-Old Bethpage Central School District is committed to providing a safe, supportive environment free from harassment, bullying and discrimination for all students. The District encourages the involvement of staff, students, parents and community members in the implementation and reinforcement of the Dignity for All Students Act (“DASA”).

If you believe you, or someone else, has been the target of harassment, bullying, cyber-bullying, and/or discrimination, please use this form to report all allegations.

All complaints will be treated in a confidential manner. Anonymous reports may limit the district’s ability to respond to the complaint. A prompt and thorough investigation will be conducted for all incident reports. Please complete this form and return it to the Building Principal who is the Dignity Act Coordinator.

School Building _____ Today’s Date _____

Name of person(s) reporting the incident _____

Reporting person(s) Phone # _____

Email _____

Name of alleged victim(s) _____

Name of alleged offender(s) _____

Date and Time of incident(s) _____

Location of incident(s) _____

Description of incident _____

_____ PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

Were any injuries reported? ___ No ___ Yes – description:

Name of witness(s) (if any) _____

Were parents notified? ___ No ___ Yes – notification done by:

Has an incident with the same offender been reported before? _____

If yes, when? _____ To whom? _____

What was the resolution? _____

Signature of Complainant: _____

Name/Signature of Person Receiving This Complaint _____

Complaints that are district-wide in nature, involve administration, or are not tied to a particular school should be made to the Office of Human Resources.

Adoption date: January 6, 2020