

<http://www.youtube.com/watch?v=MgYzJGmBXU8>

# Blue Mountain Has a Dream

“...I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of the character.”

“Not be judged by \_\_\_\_\_, but by the content of their character...”

# Dignity for all Students Act

- ▣ No student shall be subject to discrimination or harassment based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender/gender identity or sex by school employees or students on school property, on a school bus, or at a school function.

# Inappropriate Behaviors

- ▣ 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 rude hand gestures.

# “Experience/See Something, Say Something”

- ▣ TELL SOMEONE
  - Counselor
  - Parent
  - Administrator
  - Dignity Act Coordinator (Mr. Owens)
- ▣ Blue Mountain Student Incident Report
  - BMMS, Quicklinks, More, Student Incident Report
  - <https://docs.google.com/a/henhudschools.org/forms/d/e/1FAIpQLSfxrYpxrFmxTLHpGkzkIs1eGl3KI7BLhHdSaBlW1na-A9YBeQ/viewform>

# Adult Response

- ▣ Adult reaction(s) will range according to event
  - Inappropriate action(s) will be identified
  - Behavior must improve
  - Parents notified
  - Teachers/drivers/other staff notified
  - Administration level consequences possible
  - Follow-up
- ▣ Progressive discipline/intervention, versus “zero-tolerance”
- ▣ Non-retaliation

# Helping vs. Hindering

- ▣ Do: support friend by:
  - ▣ listening,
  - ▣ reporting the situation (on-line, counselor, administrator, teacher)
- ▣ Do not make worse by:
  - ▣ sharing details with others
  - ▣ trying to fix by confronting other(s) involved
  - ▣ addressing reporter(s)

# Harassment

- ▣ Harassment means 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, verbal threats, intimidation, or abuse based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex (Education Law §11[7]).



# Protection of people who report discrimination or harassment

- Any person having reasonable cause to suspect that a student has been subjected to discrimination or harassment by an employee or student, on school grounds or at a school function, who, acting reasonably and in good faith, either 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 under this article, 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, and no school district or employee shall take, request or cause a retaliatory action against any such person who, acting reasonably and in good faith, either makes such a report or initiates, testifies, participates or assists in such formal or informal proceedings. \*  
NB Effective July 1, 2012

