

End. 22.2
April 28, 2011

0115

Current Harassment, Hazing & Bullying

The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board recognizes that harassment, hazing and bullying is detrimental to student learning and achievement. It interferes with the mission of the district to educate its students and disrupts the operation of the schools. Such behavior affects not only the students or employees who are its targets but also those individuals who participate and witness such acts.

To this end, the Board condemns and strictly prohibits all forms of harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events including those that take place at locations outside the district.

For the purpose of this policy, the terms "harassment", "hazing", and "bullying" collectively shall refer to any intentional written, verbal or electronic communication or physical act which intimidates or threatens another on the basis of race, color, national origin, creed, religion, marital status, sex, age, sexual orientation, disability, socio-economic status, appearance, class or club affiliation or other distinguishing characteristic.

Electronic communications that are harassing or bullying in nature, even if those communications do not originate from the district or through district web servers, are prohibited under this policy.

If the harassment is of a sexual nature, Policy/Regulation 1001 provides additional information and clarification on the district's responsibilities in this area. If harassment is of a racial nature, Policy/Regulation 5020.2 provides additional information and clarification on the district's responsibilities in this area.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all victims and persons with knowledge of harassment, hazing and bullying report such behavior immediately to the building principal or to a Supervisor. The district will promptly investigate all complaints, 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.

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 (including the Student Code of Conduct) and state law.

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

The Superintendent of Schools shall maintain and implement regulations for reporting, investigation and remedying allegations of harassment, hazing and bullying.

This policy shall be posted on the District web site and shall also be published in other appropriate school publications.

Cross-ref: 0110, Sexual Harassment
5300, Code of Conduct
5020.2, Racial Harassment of Students

Ref: Americans with Disabilities Act, 42 U.S.C. Sec. 12101 *et seq.*
Title VI, Civil rights Act of 1964, 42 U.S.C. Sec. 2000d *et seq.*
Title VII, Civil rights Act of 1964, 42 U.S.C. Sec. 2000e *et seq.*; 34 CFR Section 100 *et seq.*
Title IX, Educational Amendments of 1972, 20 U.S.C. Sec. 1681 *et seq.*
Section 504, Rehabilitation Act of 1973, 29 U.S.C. Sec. 794
Individuals with Disabilities Education Law, 20 U.S.C. Sec. 1400 *et seq.*
Executive Law Sec. 290 *et seq.* (New York State Human Rights Law)
Education Law Sections 313(3), 3201, 3201-a
Davis v. Monroe County Board of Education, 526 U.S. 629 (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)
Appeal of Ravick, 40 E.D.R. 262 (2000)

Approved: July 12, 2007

Proposed
Replacement 0115

STUDENT BULLYING PREVENTION AND INTERVENTION

The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board recognizes that harassment, hazing and bullying is detrimental to student learning and achievement. It interferes with the mission of the district to educate its students and disrupts the operation of the schools. Such behavior affects not only the students who are its targets but also those individuals who participate and witness such acts.

To this end, the Board condemns and strictly prohibits all forms of harassment, hazing and bullying on school grounds, school buses and at all school-sponsored activities, programs and events including those that take place at locations outside the district but that materially and substantially disrupt the educational process of the school environment or impinge on the rights of others.

The Board directs the Superintendent to develop regulations that will define bullying, put steps in place to prevent bullying from occurring and give students and staff the necessary tools to intervene should they witness bullying. Additionally, the Board directs the Superintendent to develop training programs for all staff to recognize bullying and the methods to properly gather and report information to the appropriate building administrator. Additionally, building administrators will receive training in the methods to properly investigate and resolve bullying issues.

All complainants and those who participate in the investigation of a complaint in conformity with state law and district policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.

This policy and regulation, or a plain language summary thereof, shall be published in student registration materials, student, parent and employee handbooks and posted on the district's website.

This policy, along with other relevant information, shall be reviewed annually by the Board of Education to assess its effectiveness and compliance with state and federal law.

Cross-ref: 0100, Equal Opportunity and Nondiscrimination
0110, Sexual Harassment
5300, Code of Conduct

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.*
Executive Law §290 *et seq.* (New York State Human Rights Law)
Education Law §§313(3), 3201, 3201-a
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Faragher v. City of Boca Raton, 524 U.S. 775 (1998)
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Approved:

Revised and Approved: