

# Schuylerville Central School District

## Dignity for All Students Act (DASA) Plain Language Summary

In accordance with the Dignity for All Students Act, the Schuylerville Board of Education recognizes that a safe and supportive learning environment is essential for promoting student attendance and academic achievement. Incidents of discrimination, harassment and bullying, including but not limited to taunting, intimidation and cyberbullying (harassment or bullying that occurs through any form of electronic communication) can interfere with a student's ability to learn and the district's ability to educate its students. Therefore, the district is committed to creating an environment that is free of discrimination, harassment, bullying and cyberbullying and will promote civility throughout the school to prevent and prohibit conduct that is inconsistent with that goal.

The district prohibits any action on or off school property that creates or foreseeably creates a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property. This includes all forms of discrimination, harassment, bullying and cyberbullying of students by school employees or other students. The district prohibits all forms of discrimination, harassment, bullying or cyberbullying based on actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

Students who fail to act in a respectful, dignified, and civil manner toward others while on school property or at a school sponsored function, may be subject to formal disciplinary action, including a referral, detention, in-school suspension, short term out-of-school suspension or long term out-of-school suspension. These consequences may also apply to students who engage in discrimination, harassment, bullying or cyberbullying off school property when the behavior creates or foreseeably creates a risk of substantial disruption within the school environment or where it is foreseeable that the conduct might reach school property.

The district will investigate and document every reported incident of discrimination, harassment, bullying or cyberbullying. Incidents may be reported to a building administrator or Dignity Act Coordinator by students, parents, school employees, or concerned community members. The building administrator and/or the Dignity Act Coordinator will interview alleged

victims, witnesses, and other relevant individuals. Disciplinary consequences will be assigned as appropriate according to the District Code of Conduct.

### Student Rights & Responsibilities

- Students have the right to take part in all district activities on an equal basis, regardless of actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

- Students have the right to be protected from intimidation, harassment, discrimination, bullying or cyberbullying based on actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender by school employees or other students.

- Students have the responsibility to respect one another and treat each other fairly, civilly and with dignity according to the Student Code of Conduct, other district policies and the Dignity for All Students Act.

- Students have the responsibility to promote an environment that is free from intimidation, harassment, discrimination, bullying or cyberbullying.

- Students have the responsibility to report incidents of discrimination, harassment, bullying or cyberbullying that are experienced, witnessed or otherwise brought to their attention. Incidents are to be reported in a timely manner to the building administrator and/or Dignity Act Coordinator.

### Parent/Guardian Rights & Responsibilities

- Parents/Guardians have the responsibility to teach their children respect and dignity toward themselves and others, regardless of actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

- Parents have the responsibility to report incidents of discrimination, harassment, bullying and cyberbullying that are witnessed or otherwise brought to their attention. Incidents are to be reported in a timely manner to the building administrator and/or Dignity Act Coordinator.

### School Employee Responsibilities

- School employees have the responsibility to maintain a climate of mutual respect and dignity.

- School employees have the responsibility to confront issues of discrimination, harassment, bullying or cyberbullying, or any situation that threatens the emotional or physical health or safety of any student, school employee or any person who is lawfully on school grounds or at a school-sponsored event.

- School employees have the responsibility to address personal biases that may prevent equal treatment of all students in the school or classroom setting.

- School employees have the responsibility to report incidents of discrimination, harassment, bullying or cyberbullying that are witnessed or otherwise brought to their attention. School employees must orally report incidents to the principal or Dignity Act Coordinator within one (1) school day after witnessing or receiving a report of such incident. School employees must also file a written report within two (2) school days after making the oral report.

### Dignity Act Coordinator

At least one staff member in each school will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender. The Dignity Act Coordinator will be accessible to students and staff members for consultation and advice regarding the expectations of the Dignity for All Students Act.

### Dignity Act Coordinators

#### Elementary School

Gregg Barthelmas  
Cassandra Luthringer

#### Middle School

Mary Kate Elsworth  
Erin Welch

#### High School

Matthew Sickles  
James Ducharme