

# ***Elmsford Union Free School District***



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## **MISSION STATEMENT**

**The mission of the Elmsford Union Free School District is to optimize teaching and learning for student achievement.**



## **§ 10. Legislative intent.**

- **Afford all students in public schools an environment free of discrimination and harassment.**
- **Foster civility in public schools**
- **Prevent and prohibit conduct which is inconsistent with a school's educational mission.**



**School**



**Family**

**Community**



# The Dignity Act

- ✓ **Code of Conduct**
- ✓ **Aware & Sensitive**
- ✓ **Prevent**
- ✓ **Respond**
- ✓ **Report**



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**Title II**

**Title VI**

**Title IX**

**Section 504**

**US Constitution**



**Non  
Discrimination  
Protections**



**Weight**



**No person in the United States shall, on the basis of race, color, or national origin, sex or disability, be excluded from participation in, or be denied the benefits of, any program or activity receiving any Federal financial assistance.**

**▶ Title VI**

**▶ Title IX**

**▶ Section 504 of the Rehabilitation Act**

**▶ US Constitution Equal Protection & Due Process**



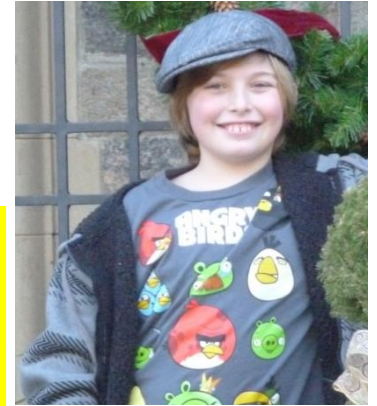
# **School Property**

- ✓ In building/structures
- ✓ Playing fields
- ✓ Playground
- ✓ Parking lot
- ✓ Property line
- ✓ In / on school bus

# **School Function**

- ✓ School-sponsored event or activity





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



# **No student shall be subjected to discrimination based on actual or perceived:**

**Race**

**Color**

**Weight/Physical**

**National origin**

**Ethnic group**

**Religion**

**Religious practice**

**Disability**

**Sexual orientation**

**Sex**

**Gender identity**





## **Harassment is the creation of a hostile environment by:**

**conduct, 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...**





# Harassment

**Harassment may take place through such behaviors as conduct, verbal threats, intimidation or abuse.**

**➤ What other ways could someone be harassed or bullied?**

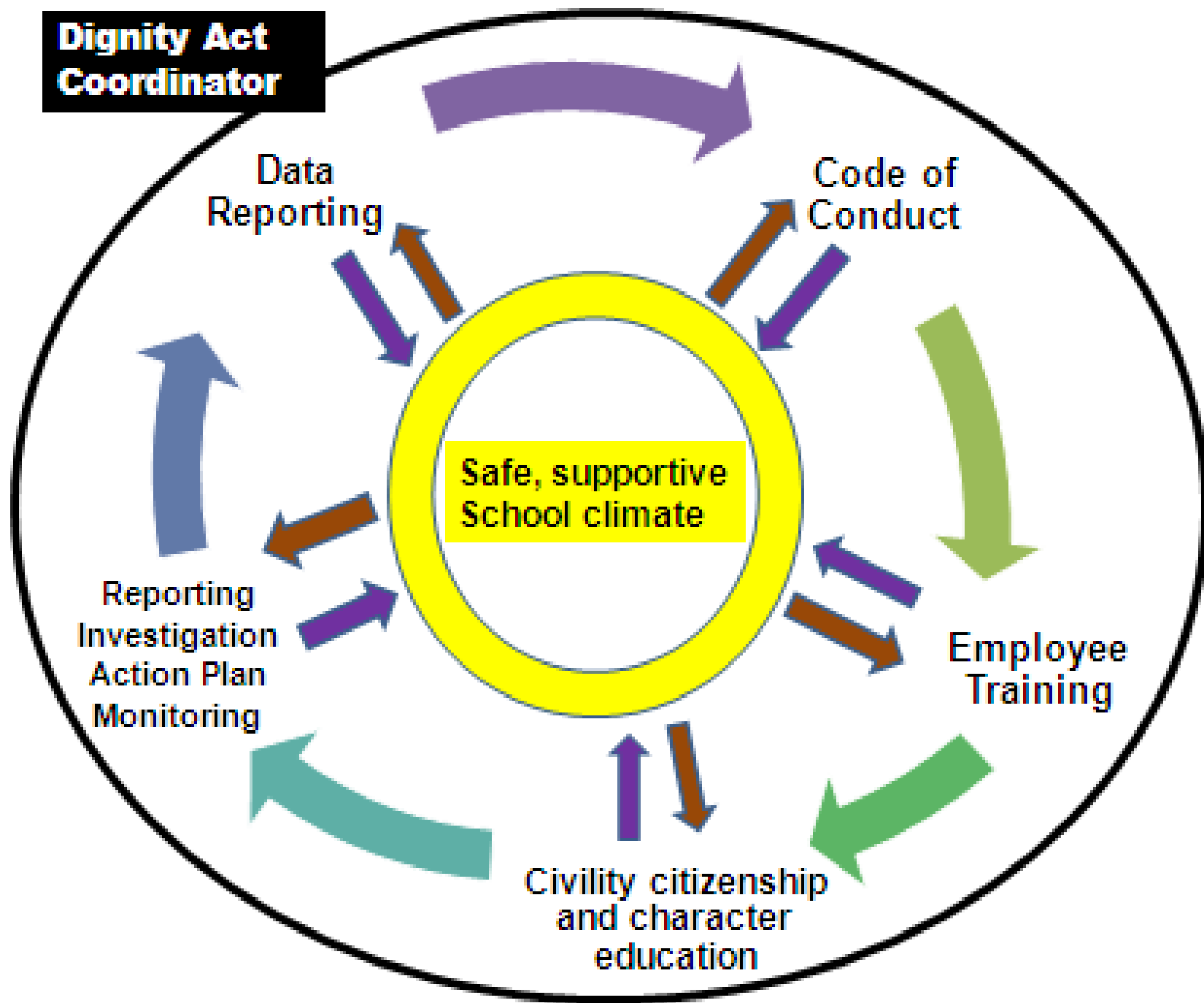


# Federal Office of Civil Rights

School districts may violate Federal civil rights statutes and U.S.E.D. regulations when peer harassment based on **race, color, national origin, sex, or disability** is sufficiently serious that it creates a hostile environment **and** such harassment is encouraged, tolerated, not adequately addressed, **or** ignored by school staff.

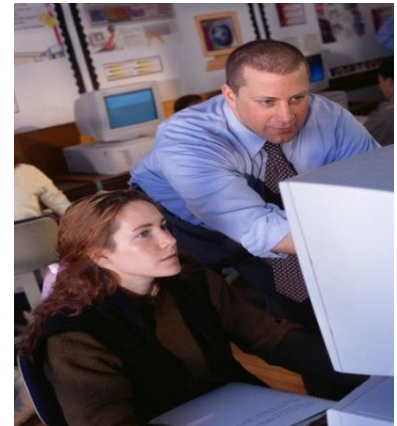


**Dignity Act  
Coordinator**



# Code of Conduct

- **Appropriate dress, language**
- **Disciplinary procedures**
- **Policies and procedures for detention, suspension, removal of disruptive pupil**
- **On district website**





# Code of Conduct

**How does consistent enforcement by all employees strengthen school climate?**





# The Dignity Act Coordinator

- *Name the person in each school*
- Completed specialized training
- Know protocols



# The Dignity Act Coordinator

- **Receive reports**
- **Advise, assist**
- **Referral/resources**
- **Document**



# **Instruction for Students**

## ***Education Law Article 2***



- ✓ **Civility, citizenship, character education**
- ✓ **Awareness & sensitivity to discrimination or harassment based on actual or perceived characteristics**
- ✓ **Civility/character education in relations to people of different races, weights, national origins, ethnicity, religions, mental or physical abilities, sexual orientations, genders.....**

# **Safe, positive, supportive school climate free of discrimination and harassment**



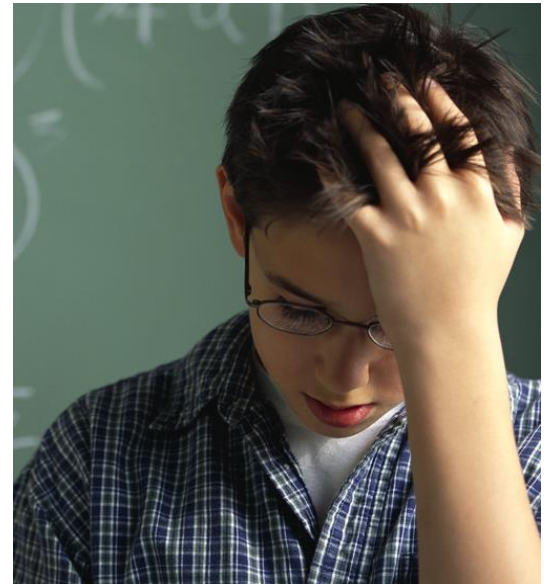
# **POLICIES & PROCEDURES** **regarding intervention and** **reporting of discrimination,** **harassment, bullying incidents** **or issues. Reporting is required.**





**TATTILING = Just to make trouble**

**TELLING = Get help or advice**



# Safer School Climate

- Where/when do students feel less safe?
- Where/when do incidents occur?
- Be present, be alert

