Addressing Bullying, Harassment, Intimidation, and Discrimination in our Schools

New York State Education Department
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Respect is a learned behavior

- Prevention starts before an incident occurs
- Establish a collaborative partnership with persons in parental relationship to support a unified message against bullying, harassment, intimidation, and discrimination
- Establish a responsive classroom environment
- Establish an environment of trust
- Practice de-escalation techniques
- Communicate with students about their role in prevention and intervention
- Be a role model by treating all students and colleagues respectfully
- Demonstrate appropriate boundaries and positive relationships
- Teach a respect for inclusion of differences
- Make personal connections with students
- Include skills to practice respect in daily activities
- Teach problem solving and positive relationship skills
- Read and learn about tolerance and acceptance

Adapted from Safe and Supportive Schools  https://safesupportivelearning.ed.gov/creating-safe-and-respectful-environment-our-nations-classrooms-training-toolkit
Schools should create supportive classrooms and classroom rules, and encourage a culture of respect for differences among students

• Reporting is not tattling.

• No teasing allowed.

• Gossip is not cool.

• Everyone is welcome here.

• We treat everyone equally.

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Application of requirements to develop policies, procedures, and guidelines for school environment free from harassment, bullying, and discrimination:

• Consider what a supportive classroom looks like and how it can prevent bullying.

• Establish a school and classroom culture of respect for differences among students.

• Know and use effective intervention strategies.

• Increase the feeling of connectedness, comfort and well being so that others are willing to intervene.

• Remind all staff and students that actions to intervene inspire a likelihood of others to intervene.

School Personnel Responsibility:

• Discuss with students the school procedures and forms that may be used for reporting incidents to the Dignity Act Coordinator.
• Listen to student complaints & reports of harassment, discrimination, and bullying.
• Take the student’s complaints & reports seriously.
• School personnel must notify an administrator within one day of the report.
• Follow up on what you can do to aid in the investigation.
• Check to ensure that needs for counseling, mediation, or conflict resolution have been assessed and addressed.
• **All** students should feel safe and supported in all classrooms.
Bullying Prevention Resources for schools, students, and families:

- [http://www.pacer.org/bullying/resources/](http://www.pacer.org/bullying/resources/)
- [http://www.tolerance.org/toolkit/anti-bullying-resources/](http://www.tolerance.org/toolkit/anti-bullying-resources/)
New York State Guidance:


Dignity for All Students Act (DASA), Requirements for Schools
