



The Board of Education and administration are committed to providing an educational environment free from discrimination, harassment and bullying for all students and staff members.

This brochure provides a brief overview of the district's policy on discrimination, harassment, and bullying. All students and employees should take the time to review this important information.

We encourage students to discuss the policy with their parents and direct any questions to their principal, Dignity Act coordinator, or Title IX officer (listed on the back panel).

If you would like more info, you can also find the Code of Conduct on the Randolph website.

The Dignity for All Students Act took effect on July 1, 2012. This legislation seeks to provide elementary and secondary school students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus and/or at a school function.

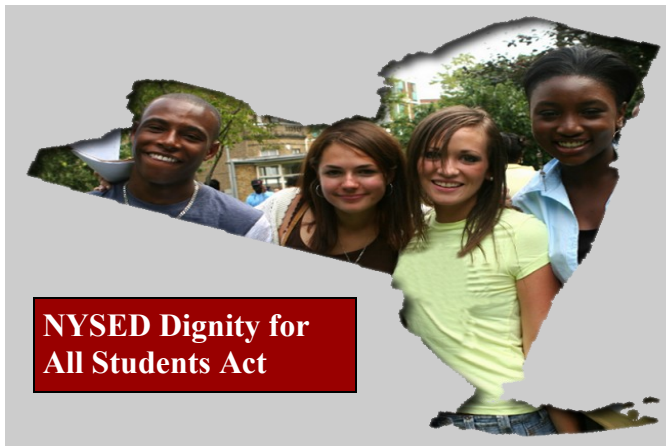
INDIVIDUALS TO CONTACT REGARDING: DISCRIMINATION, HARASSMENT AND BULLYING

High School Dignity Act Coordinator:
Toni Indriolo
(716) 358-7007
tindriolo@rand.wnyric.org

Elementary School Dignity Act Coordinator:
Ann Thompson
(716) 358-7030
athompson@rand.wnyric.org

Title IX Officer:
Jerry Mottern
(716) 358-7030
jmottern@rand.wnyric.org

Incidents of harassment, discrimination, or bullying may be pursued through informal intervention and mediation, or through the filing of a formal complaint. All conversations are kept confidential to the extent permitted by law. If the student is a minor, parents will be notified and may be involved in a resolution. It is a violation of district policy to intentionally file a false complaint. Appropriate action will be taken against anyone filing a false complaint.



**NYSED Dignity for
All Students Act**

RANDOLPH CENTRAL SCHOOL DISTRICT

Recognizing and Dealing with **DISCRIMINATION, HARASSMENT and BULLYING**

AN INFORMATIONAL GUIDE FOR STUDENTS, STAFF AND THE COMMUNITY



WHAT IS HARASSMENT?



Harassment is verbal or physical conduct that is offensive to, or shows hostility or aversion toward an individual because of his/her race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation and gender.

Harassment 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.

WHAT IS BULLYING?

Bullying is a form of harassment. Bullying is any inappropriate **persistent** behavior over time including threats or intimidation of others, treating others cruelly, terrorizing, coercing, or habitual put-downs. Involves an imbalance of power between the parties involved and the action has the intent to cause harm.

Common characteristics of bullying are:

Physical – hitting, kicking, taking or damaging a victim's property.

Social- purposefully excluding, coercing others to reject or exclude a person.

Verbal – using words to berate, hurt, or humiliate.

Intimidation- threats, intimidating phone calls/texts coercing someone to do things they normally wouldn't do.

Relational – spreading rumors, and/or actively excluding a person from the peer group to cause emotional harm, including cyberbullying and misuse of social media.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is a form of sexual discrimination and, therefore, a violation of the state and federal laws that prohibit discrimination based on sex. Sexual harassment is generally defined as unwelcome and sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in which:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; or
- Submission to or rejection of such conduct is used as a basis for academic or employment of decisions affecting the individual; or
- Such conduct interferes with an individual's academic or professional performance or creates an intimidating, hostile, or demeaning educational or employment environment.

Sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from peers as well as employees or any individual who might come in contact with students on school grounds or at school-sponsored activities.

SOME DISTINCTIONS

Flirting	Harassment
Mutual	One-sided
Fun/Flattering	Frustrating
Acceptable in public	Unacceptable in public
Good level of comfort	Frightening
Non-sexual, friendly	Sexualized, unfriendly
Unpressured	Pressured
Safe/no sexual threat	Unsafe/underlying threat
No reason to avoid	Go out of way to avoid

WHAT IS DISCRIMINATION?

Discrimination is the denial of equal treatment, admission and/or access to programs, facilities and services based on the person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity), or sex.

Although Bullying tends to grab the spotlight as the buzzword, Bullying is just a specific form of Discrimination that occurs over time persistently, has an imbalance of power between the parties involved and has the intent to cause harm.

SOME OTHER DISTINCTIONS

Tattling	Reporting
Need for attention	Need to do what's right
Want others to get into trouble	Want to help people stay out of trouble
Retaliation without directly harming someone	Looking out for someone's best interests
Ill-intent	Seriously concerned

WHAT CAN I DO IF I'M BEING HARASSED, DISCRIMINATED AGAINST OR BULLIED?

If a student, colleague, or peer feels they have been harassed, discriminated against, or bullied, they should report the incident to their principal, Dignity Act coordinator, or to the district's Title IX Officer (listed on the back of this brochure). Complaints should be made immediately after the occurrence; however, a complaint received at any time will be dealt with when it is received.