

# Dignity for All Students Act

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Smithtown Central School District



# Dignity for All Students Act

## Presentation

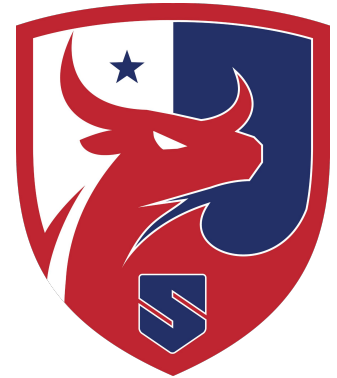
- Overview of DASA
- Our Approach
- Potential Shifts



# DASA Overview

## Purpose:

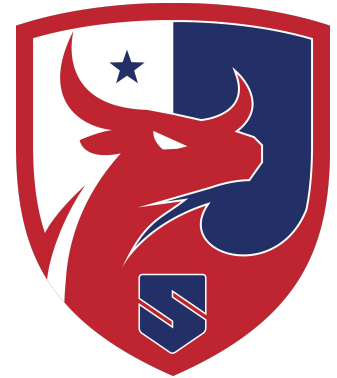
The Dignity for All Students Act (often referred to as “DASA” or “The Dignity Act”) is a New York state law that intends to create a learning environment for **ALL** students that is free from discrimination, intimidation, taunting, harassment, and bullying on school property, a school bus, and/or at a school function. (including cyberbullying).



# DASA Overview (cont.)

## N.Y. Educ. § Law 13:

**“No student shall be subjected to harassment or bullying by employees or students on school property or at a school function; nor shall any student be subjected to discrimination based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex by school employees or students on school property or at a school function.”**



# DASA Overview (cont.)

## Harassment and Bullying Definitions Educ. Law §11(7):

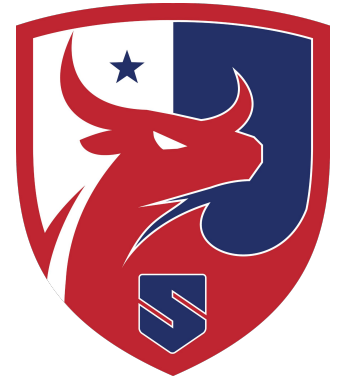
“Harassment” and “Bullying” shall mean the creation of a hostile environment by conduct or by threats, intimidation or abuse (verbal or nonverbal), including cyberbullying, that...

- 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; or



# DASA Overview (cont.)

- Reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; or
- Reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or
- Occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.



# DASA Overview (cont.)

## Amendments:

- DASA was amended in 2018 to specify that gender includes gender identity and/or expression. The amendment also included illustrative examples of what should be reported.
- DASA was amended in 2021 to add definitions for the terms “race” and “protective hairstyles” in order to be consistent with The CROWN Act



# DASA Overview (cont.)

## Requirements:

- **DASA Policies and Codes of Conduct**
- **Incident Reporting Form must be accessible on the District Website**
- **Dignity Act Coordinators (DAC)**
  - **One per school; names/info posted central location and website**
- **Annual school employee training**
- **Instruction in civility, citizenship, and character education**

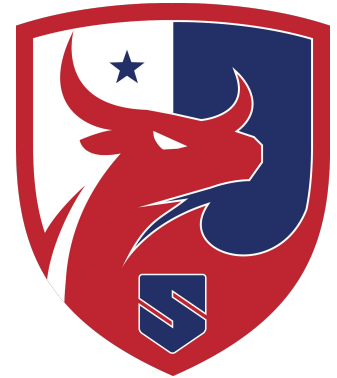




# DASA Overview (cont.)

## Requirements (cont.):

- **Staff Reporting of Incidents**
  - Orally report incident(s) within one (1) school day to principal, superintendent, or DAC
  - Report in writing within two (2) school days after making oral report
- **Conduct a prompt and thorough investigation and make a determination**
- **Refer violations that constitute criminal activity to law enforcement**
- **Annual reporting to NYSED (SSEC)**



# DASA Overview (cont.)

## Smithtown CSD Policies:

- **Policy 0110 Nondiscrimination and Anti-Harassment**
- **Policy 0115 Student Harassment, Discrimination, and Bullying Prevention**
- **Policy 5030 Complaints and Grievances by Students**
- **Policy 5300 Code of Conduct**



# Code of Conduct



## Purpose

**The Code of Conduct is meant to provide guidance and information to our school community and outline clear expectations for students, parents/guardians, staff, and administration.**

# Code of Conduct (cont.)



- **Philosophical Approach**
- **Progressive Discipline**
- **Policy**
- **Upcoming Review**

# DASA Training: Teachers



- **DASA Workshop Required for Certification**
- **Global Compliance Network (GCN)**
- **Faculty Meetings**
- **Status as Mandated Reporters**
- **New Teacher Orientation**

# DASA Training: Administrators

- **Annual Dignity Act Coordinators Training**
- **Global Compliance Network (GCN) videos**
- **Administrative Council Meetings**
- **Ongoing Consultation with Administrators and Dignity Act Coordinators**



# Proactive Strategies to Address Bullying

- **SCPD Educational Sessions**
- **Curriculum**
- **Communication/Letters**
- **The Long Island Coalition Against Bullying (LICAB)**
  - **Parent University**
  - **Middle School Push-In**
- **Building Based Approaches**
  - **PE/Locker Rooms**
  - **Bathrooms & Supervision**



# How is it Working?

## Important Questions



- Are we consistently applying DASA appropriately?
- Are cases being reported to DACs appropriately?
- Are the consequences yielding the desired results?
- Are students w/ numerous DASA offenses facing appropriate, progressive discipline?
- Are students w/ DASA offenses allowed to participate in extracurricular activities?



# Data Analysis



- **Review of Records**
  - **SSEC**
  - **Building Data & Paperwork**
- **Identify Trends, Outliers & Disproportionality**
- **Findings**
- **Method(s) to Address**



**Thank you!**

