



BULLYING AND HARASSMENT

The Deposit Central School District is committed to providing an educational and working environment that promotes respect, dignity and equality. The Board of Education recognizes harassment, hazing and bullying are detrimental to student learning and achievement. Such behaviors affect not only the students who are targeted, but also those individuals who participate and witness such acts. Therefore, all forms of harassment, discrimination, hazing and bullying are prohibited on school grounds, school busses and at all school-sponsored activities, programs and events including those that take place at alternate locations.

A. Overview

Definition of Harassment: “Harassment” is any intentional written, verbal, or electronic communication or physical act which intimidates or threatens another on the basis of race, color, national origin, creed, religion, marital status, gender, sex, age, sexual orientation, disability, socio-economic status, class or club affiliation or other distinguishing characteristics including weight.

Definition of Bullying: Bullying occurs when someone purposely says or does mean or hurtful things to another person who has a hard time defending themselves or is in an otherwise vulnerable position.

“Bullying” is a form of harassment that consists of inappropriate and often persistent behavior including threats or intimidation of others, treating others cruelly, terrorizing, coercing, or habitual put-downs and/or badgering of others.

Different forms or kinds of bullying may include:

- Verbal bullying, being socially excluded or isolated, being physically bullied, being bullied through lies or false rumors, having money or other items taken or damaged, being threatened or forced to do things, racial bullying, sexual bullying, and cyber-bullying as well as any other conduct which has the effect of hurting emotionally or physically the target of the bullying or any witnesses to the bullying.

Definition of Hazing: “Hazing” is a form of harassment which involves committing an act against a student or coercing a student into committing an act that creates a risk of emotional, physical or psychological harm to a person, in order for the student to be initiated into or affiliated with a student or other organization, or for any other purpose. The fact that a victim may consent to the act does not excuse the behavior or lessen the offense.

The District affords all students equal educational opportunities, as well as, equal opportunities to participate in extracurricular activities and prohibits discrimination and harassment in any

program or activity of or sponsored by the District. Disability harassment is a form of discrimination and is prohibited by DCSD policy and by state and federal law (BOE policy 1; Non-Discrimination and Anti-Harassment).

Discrimination and harassing behaviors include, but are not limited to, making comments, name-calling, conduct of a physical nature, or other expressive behavior directed at an individual or group on the basis of an individual or group's disability or disabilities. Discriminatory and harassing behavior creates a demeaning, intimidating, and hostile educational environment.

Discrimination/Harassment is considered to have occurred when such conduct:

- has the purpose or effect of creating an intimidating, hostile or offensive academic environment,
- has the purpose or effect of substantially or unreasonably interfering with a student's academic performance, or
- otherwise adversely affects an individual's academic opportunities.

Deposit Central School District Bully Prevention Student Rules:

Rule 1: We will not bully others.

Rule 2: We will try to help students who are bullied.

Rule 3: We will try to include students who are left out

Rule 4: If we now somebody is being bullied, we will tell an adult at school and an adult at home.

HOW TO FILE A COMPLAINT

Complaints can be filed by completing a "DCSD Bully Prevention Reporting Form". Students, parents and staff are to report any incidents of bullying by completing a "DCSD Bully Prevention Reporting Form". These forms are located in the school library, the guidance office and in the building's main office. The form can also be printed off the website from the "Parents" page and submitted to the appropriate building administrator or Dignity Act Coordinator. All inquiries and harassment complaints filed with the Deposit Central School District are confidential to the extent possible. Confidentiality also applies to the investigative process.

DIGNITY ACT COORDINATORS:

Elementary Building: Kelli Vosbury 467-2198 x 2301

MS/HS Building: Karen Armbrust 467-2198 x 1100