



Accountability

What happens after a complaint is made?

All reports of bullying, harassment or intimidating behavior will be investigated.

The parents of both the alleged victim(s) and the accused student(s) will be notified of the results of investigation (subject to applicable confidentiality requirements.)

In keeping with Chancellor's Regulations A-443 , if the conduct violates the Discipline Code, appropriate disciplinary action will be taken .

If the behavior constitutes criminal activity, the police will be contacted.

If appropriate, individual or group counseling and/or other interventions will be provided.

What help is available for victims of bullying or intimidation?

School counselors are also available to provide counseling services.

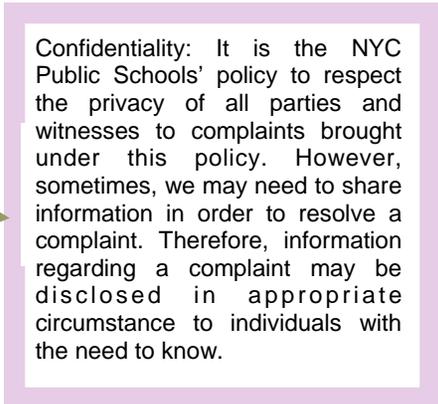


Michael R. Bloomberg
Mayor

Dennis M. Walcott
Chancellor

Retaliation against someone who reports an incident of harassment or discriminatory behavior or who helps in an investigation is prohibited. Students who believe they have been retaliated against should immediately contact a school supervisor.

If additional assistance is needed, please e-mail: RespectForAll@schools.nyc.gov



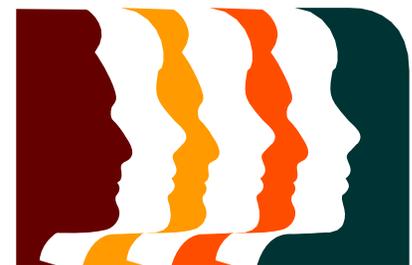
Confidentiality: It is the NYC Public Schools' policy to respect the privacy of all parties and witnesses to complaints brought under this policy. However, sometimes, we may need to share information in order to resolve a complaint. Therefore, information regarding a complaint may be disclosed in appropriate circumstance to individuals with the need to know.



Respect for All:



Making NYC Public Schools Safe and Supportive for All Students



Respect for All in NYC Public Schools

Each student, faculty and staff member of the NYC public schools brings to our school community the richness of our city's cultural diversity and the desire for respect.

The Citywide Standards of Discipline and Intervention Measures prohibits harassment and prohibits students from bullying other students for any reason, including taunting and/or intimidation through the use of epithets or slurs

Respect: esteem for or sense of worth or excellence of a person; proper acceptance or courtesy; regard for the dignity of another's character; acknowledgment; the condition of being esteemed or honored; to show regard or consideration for another.

involving race, color, ethnicity, national origin (which includes groups of students of common ancestry, heritage, background or those from the same country), citizenship/immigration status, , religion, gender, gender identity, gender expression, sexual orientation, weight or disability. This policy is in effect on school grounds, school buses and at all school sponsored activities, programs and events.

A copy of Chancellor's Regulations and the Discipline Code are available in the principal's office and online at <http://schools.nyc.gov/default.aspx>

What happens to a student who discriminates against or harasses another student?

The Department of Education's Discipline Code prohibits this behavior. Students who violate the Discipline Code will be subject to appropriate disciplinary action as outlined in the Citywide Standards and Chancellor's Regulation A-443 .

What is considered harassment or discriminatory behavior?

Harassment/discriminatory behavior is one or more negative acts committed by one or more students against another student or group of students. Harassment or discrimination can be physical, verbal, or social. **Physical** harassment involves physical injury or threat of injury. **Verbal** harassment refers to teasing, taunting, or insulting someone. **Social** harassment refers to the use of peer rejection or exclusion to humiliate or isolate a person.

What are some examples of banned behaviors?

- Threatening or harassing, intimidating or physically assaulting another student because of her/his race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight, or disability;
- Using derogatory language or making derogatory jokes or name calling or slurs in reference to another student's race, color, ethnicity, national origin, religion, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight or disability
- Teasing or taunting another student
- Written or graphic material, including graffiti, containing comments or stereotypes that are either posted, circulated or are written or printed on clothing or circulated on the Internet (cyber-bullying) that are derogatory of others because of their race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight or disability.
- Negative stereotypes or hostile acts which are derogatory to others because of their race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight or disability.

What should you do if you believe another student has harassed or discriminated against you or if you have witnessed such behavior?

Students who believe they have been the victim of bullying or intimidating behavior or harassment by another student, and all students with knowledge of such behavior, should report the incident immediately.

- Complaints of discrimination or harassment can be submitted in writing or orally to the school staff members listed on your school's **Respect for All** posters which are displayed throughout your school or to any school staff.
- Complaints should be reported as soon as possible after the incident(s) so they can be effectively investigated and addressed.
- Staff members will report student complaints to the appropriate school supervisor.
- Staff members who witness harassment or discriminatory behavior will also report such an incident to the appropriate supervisor. Staff will take appropriate action to intervene to stop such behavior.

Please see the **Respect for All** posters displayed throughout your school for the designated school staff for all complaints of student-to-student harassment or discriminatory behavior.