

Policies

Conduct and Procedure

Anti-bullying Policy / NYS Dignity for All Students Act (DASA)

The HCZ Promise Academy Charter Schools are committed to ensuring a safe and secure educational environment for all scholars, employees and volunteers that is free from harassment, intimidation or bullying. Harassment, intimidation or bullying includes any intentional written, verbal, or physical act such as:

- Physically harming a scholar
- Substantially interfering with a scholar's education or student's educational performance or emotional or physical well-being
- Severe, persistent, or pervasive harassment
- Creating an intimidating or threatening environment
- Substantially disrupting the orderly operation of the school
- Using forms of electronic communication to harass or bully scholars on or off school property

Harassment, intimidation, or bullying can occur in person or on the internet and take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

Under DASA, all scholars in New York public schools are provided with an environment free of discrimination and harassment. The NYS Dignity for All Students Act also promotes civility and creates a safe nurturing environment and provides a response to scholars who are harassed and bullied at school. The NYS Dignity for All Students Act was signed into law September 13, 2010 and has been effective since July 1, 2012.

The Dignity Act protects scholars from harassment, discrimination, or bullying by employees or scholars due to physical, cultural, or even social differences. No scholar shall be subjected to discrimination based on his or her actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender identity, or gender. Cyberbullying is defined as any harassment or bullying by any forms of electronic communication, and include incidents occurring off school property that create or would foreseeably create a risk of substantial disruption with the school environment.