



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 Allegany-Limestone Website.

The Dignity for ALL Students Act took effect 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

Middle-High School Dignity Act Coordinator:
Robert Decker (716) 375-6600 ext. 2176
rdecker@alcsny.org

Elementary School Dignity Act Coordinator:
John Wolfgang (716) 375-6600 ext. 4192
jwolfgang@alcsny.org

Title IX Officer:
Daniele Vecchio (716) 375-6600 ext. 2012
dvecchio@alcsny.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 the 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.



ALLEGANY-LIMESTONE CENTRAL
SCHOOL DISTRICT

Recognizing and Responding to **DISCRIMINATION, HARASSMENT and BULLYING**

AN INFORMATIONAL GUIDE FOR STUDENTS,
STAFF AND THE COMMUNITY



www.alcsny.org



What is Harassment?

Harassment is defined as any unwanted communication (verbal, written, or graphic) and/or physical conduct directed toward an individual's actual or perceived race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, veteran status or disability.

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, and is defined as: "a variety of negative acts carried out repeatedly over time. It involves a real or perceived imbalance of power, with a more powerful child or group attacking those who are less powerful."

Common Forms of Bullying are:

Physical - including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings

Verbal - including, but not limited to, taunting, malicious teasing, name calling, making threats

Psychological - including, but not limited to, spreading rumors; manipulating social relationships; or engaging in social exclusion, extortion, or intimidation

What is Cyberbullying ?

Cyberbullying is defined as harassment or bullying by any form of electronic communication, and include incidents occurring off school property that create or would foreseeably create a risk of substantial disruption within the school environment.

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or staff member by way of any technological tool, such as sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, videos, clips, or website postings (including blogs), etc.

What is Conflict or Bullying ?

Normal Conflict vs. Bullying		
Equal power-friends	vs.	Imbalance of power-not friends
Happens occasionally	vs.	Repeated negative actions
Accidental	vs.	Intentional
Not serious	vs.	Serious threat of physical harm or emotional hurt
Equal emotional reaction	vs.	Victim has strong emotional reaction
Not seeking power or attention	vs.	Seeking power or control
Not trying to get something	vs.	Trying to gain material things or power
Remorse—take responsibility	vs.	No remorse-blames victim
Effort to solve the problem	vs.	No effort to solve the problem
Tattling vs. Telling		
Unimportant	vs.	Important
Harmless	vs.	Harmful or dangerous either physically or emotionally
Can handle by self	vs.	Need help from an adult to solve
Purpose is to get someone in trouble	vs.	Purpose is to keep people safe
Behavior is accidental	vs.	Behavior is Intentional

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.



What Can I Do if I'm Being Harassed, Bullied, Cyberbullied, or Discriminated Against and How Will it Be Handled?

- Report the incident to your Principal, Dignity Act Coordinator, or Title IX Officer;
 - Verbally
 - Written
 - Using the online form
- School staff who witness or receive a report of harassment, bullying and/or discrimination will notify the Superintendent, Principal, or their designee
- The District will investigate **all** complaints
- Prompt corrective measures will be taken
- In cases where a violation has occurred corrective action will be taken in accordance with;
 - District Policies and Regulations
 - The ALCS Code of Conduct
 - All Federal and State Laws