

# Dignity for All Students Act



# DASA

The Dignity for All Students Act (The Dignity Act) was established to protect all students from harassment, bullying and discrimination. It became effective on July 1, 2012 and was amended to include cyberbullying effective July 1, 2013.

DASA prohibits bullying, harassment, discrimination, or cyberbullying against students in school based on:

- ❖ Race
- ❖ Color
- ❖ Weight
- ❖ National origin
- ❖ Disability
- ❖ Sexual orientation
- ❖ Gender (including gender identity and expression)
- ❖ Ethnic group
- ❖ Religion
- ❖ Religious practice
- ❖ Sex
- ❖ Other (describe)

# Are Students in New York Being Bullied?

NEARLY  
**43% OF KIDS**  
HAVE BEEN BULLIED ONLINE

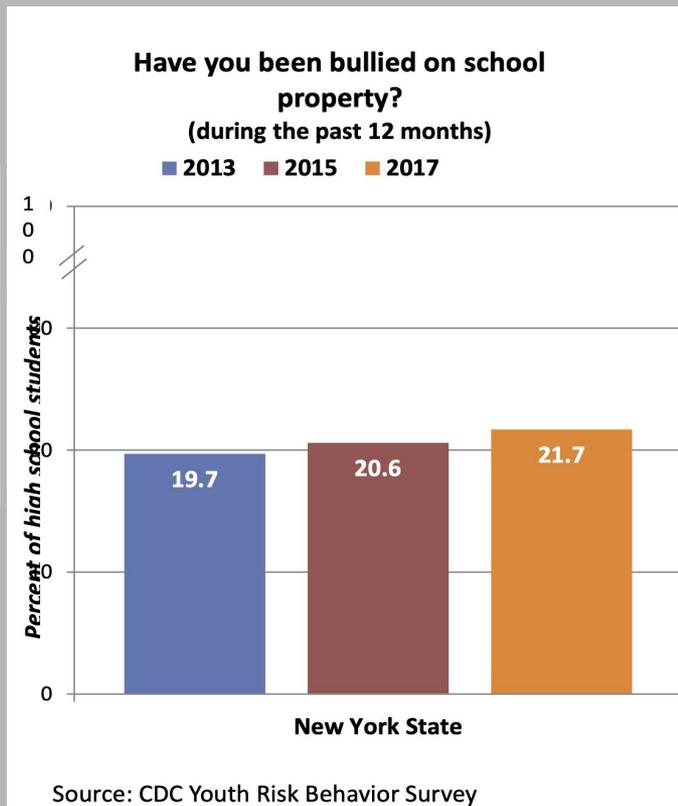
**1 IN 4**

HAS HAD IT HAPPEN MORE THAN ONCE

ABOUT  
**58% OF KIDS**  
ADMIT SOMEONE HAS SAID MEAN OR  
HURTFUL THINGS TO THEM ONLINE

MORE THAN 4 OUT OF 10 SAY IT HAS  
HAPPENED MORE THAN ONCE

ONLY  
**1 IN 10 VICTIMS**  
WILL INFORM A PARENT OR  
TRUSTED ADULT OF THEIR ABUSE





- **Bullying** is described as an unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.
  - **Bullying** can occur before and after school hours, in a school building, on a playground, on a school bus while a student is traveling to or from school, or on the Internet.
  - **Cyberbullying** occurs when harassment or bullying happens through any form of electronic communication.
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# Types of Bullying

Verbal

Physical

Relational/  
Social

Cyberbullying

# Examples of Bullying

## Verbal

- Teasing
- Putdowns
- Threats
- Name calling
- Taunting

## Physical

- Hitting
- Destroying someone's belongings
- Tripping
- Kicking

## Relational/ Social

- Exclusion
- Silent Treatment
- Threatening to end a friendship and tell others their secrets
- Lying and spreading rumors
- Negative facial or physical gesture

## Cyberbullying

- Text Message
- Social Media Apps
- Facetime
- Email
- Pranking someone on the phone
- Hacking into someones account and impersonating them



is the act of denying rights, benefits, justice, equitable treatment or access to facilities available to all others, to an individual or group of people because of the group, class or category to which that person belongs.



is defined as the creation of a hostile environment by conduct or verbal threats, intimidation, or abuse that has or would have the following effect:

- reasonably and substantially interfering with a student's educational performance, opportunities or benefits; or
- would reasonably be expected to cause a physical injury to a student or cause a student fear for his or her physical safety.

# Cyberbullying



Cyberbullying is the use of technology to repeatedly and intentionally harass, hurt, embarrass, humiliate, or intimidate another person. Cyberbullying can occur through text, apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.

The most common places where cyberbullying occurs are:

- ❖ Social Media, such as Facebook, Instagram, Snapchat, and Tik Tok
  - ❖ Text messaging and messaging apps on mobile or tablet devices
  - ❖ Instant messaging, direct messaging, and online chatting over the internet
  - ❖ Online forums, chat rooms, and message boards, such as Reddit
  - ❖ Email
  - ❖ Online gaming communities
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# Bystander



Someone who observes and witnesses the bullying but does not get involved.

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# Upstander



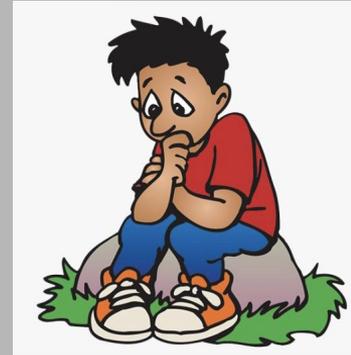
Someone who helps the person being bullied. This might be by reporting it to the teacher, asking if they're alright after the incident or, if it's safe and won't escalate the situation, saying they don't think it should be happening

- ❖ Learn more about mean, cruel, and bullying behavior
  - ❖ Help others who are being bullied
  - ❖ Stop untrue or harmful messages from spreading
  - ❖ Get friends involved
  - ❖ Make friends outside of your circle
  - ❖ Be aware of the bullying and upstander policies at your school
  - ❖ Welcome new students
  - ❖ Refuse to be a “bystander” and be a role model to others instead
  - ❖ Respect others' differences and help others to respect differences
  - ❖ Tell an adult
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# Consequences of Bullying



- ❖ **Psychological Effects**
  - Depression, anxiety, low self-esteem
- ❖ **Physical Effects**
  - Sleep disorders, injuries, suicide, headaches, stomachaches, stress
- ❖ **Academic Effects**
  - Grades, attendance



Before you speak:

**THINK**

**T** = Is it True?

**H** = Is it Helpful?

**I** = Is it Inspiring?

**N** = Is it Necessary?

**K** = Is it Kind?

# Warning Signs of Bullying



# Signs a Child is Being Bullied

Look for changes in the child. However, be aware that not all children who are bullied exhibit warning signs.

Some signs that may point to a bullying problem are:

- ❖ Unexplainable injuries
- ❖ Lost or destroyed clothing, books, electronics, or jewelry
- ❖ Frequent headaches or stomach aches, feeling sick or faking an illness
- ❖ Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.
- ❖ Difficulty sleeping or frequent nightmares
- ❖ Declining grades, loss of interest in schoolwork, or not wanting to go to school
- ❖ Sudden loss of friends or avoidance of social situations
- ❖ Appears anxious and feelings of helplessness or decreased self esteem
- ❖ Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

If you know someone in serious distress or danger, don't ignore the problem. Get help right away.

# Signs a Child is Bullying Others

Kids may be bullying others if they:

- ❖ Get into physical or verbal fights
- ❖ Have friends who bully others
- ❖ Are increasingly aggressive and want to be in control
- ❖ They lack empathy and compassion for the feelings of others
- ❖ Have unexplained extra money or new belongings
- ❖ Blame others for their problems
- ❖ Don't accept responsibility for their actions
- ❖ They have been victims of bullying
- ❖ Often test limits, boundaries and break rules
- ❖ Are competitive and worry about their reputation or popularity

# Warning Signs of Cyberbullying

## A Child May Be a Target of Cyberbullying If He or She:

- unexpectedly stops using their device(s)
- appears nervous or jumpy when using their device(s)
- appears uneasy about going to school or outside in general
- appears to be angry, depressed, or frustrated after going online (including gaming)
- is oversleeping or not sleeping enough
- becomes abnormally withdrawn from friends and family members
- shows an increase or decrease in eating
- seems regularly depressed
- makes passing statements about suicide or the meaninglessness of life
- loses interest in the things that mattered most to them
- avoids discussions about what they are doing online
- frequently calls or texts from school requesting to go home ill
- desires to spend much more time with parents rather than peers
- becomes unusually secretive, especially when it comes to online activities

## A Child May Be Cyberbullying Others If He or She:

- quickly switches screens or hides their device when you are close by
- uses their device(s) at all hours of the night
- gets unusually upset if they can't use their device(s)
- laughs excessively while using their device(s) and won't show you what is so funny
- avoids discussions about what they are doing online
- is increasingly withdrawn or isolated from family
- seems to be using multiple online accounts or an account that is not their own
- is dealing with increased behavioral issues or disciplinary actions at school (or elsewhere)
- appears overly concerned with popularity or continued presence in a particular social circle or status
- demonstrates increasing insensitivity or callousness toward other teens
- starts to hang out with the "wrong" crowd
- demonstrates violent tendencies
- appears overly conceited as to their technological skills and abilities

# Why Don't Kids Ask for Help?

Statistics from the [2018 Indicators of School Crime and Safety - PDF](#) show that only 20% of school bullying incidents were reported. Kids don't tell adults for many reasons:

- ❖ Bullying can make a child feel helpless. Kids may want to handle it on their own to feel in control again. They may fear being seen as weak or a tattletale.
- ❖ Kids may fear backlash from the kid who bullied them.
- ❖ Bullying can be a humiliating experience. Kids may not want adults to know what is being said about them, whether true or false. They may also fear that adults will judge them or punish them for being weak.
- ❖ Kids who are bullied may already feel socially isolated. They may feel like no one cares or could understand.
- ❖ Kids may fear being rejected by their peers. Friends can help protect kids from bullying, and kids can fear losing this support.

# Bullying vs Conflict

## Bullying is:

- ❖ A repeated form of mistreatment where the victim cannot defend him/herself
- ❖ An imbalance of power – usually one person is either bigger or older than the other or has a higher social standing and uses this against the other person
- ❖ Usually involves repeated acts of harassment, harm or humiliation

## Conflict is:

- ❖ All parties have equal power to solve the problem
- ❖ All parties have an equal interest in the outcome
- ❖ All parties are of relatively equal size, age or status
- ❖ A conflict can be resolved by talking or working things out together or with help from an adult

# Bullying vs Conflict Video

<https://www.youtube.com/watch?v=WdldyTflmAo>



# Bullying vs Conflict Scenarios



Becky and Jill want to play with Katie. Katie wants to play with both girls. Becky and Jill can't agree on what to play together with Katie. They do not want to share her with each other.



# Conflict



Johnny says mean things to the younger students on the bus every day and he won't let them sit where they want to sit.



# Bullying



Tina often tells Sarah, Jenny and Sue that she will tell their secrets and not be their friend if they don't do what she wants them to do.



# Bullying



Lucas tells Damien that he can't play with the Legos because he is the worst builder in the whole first grade.



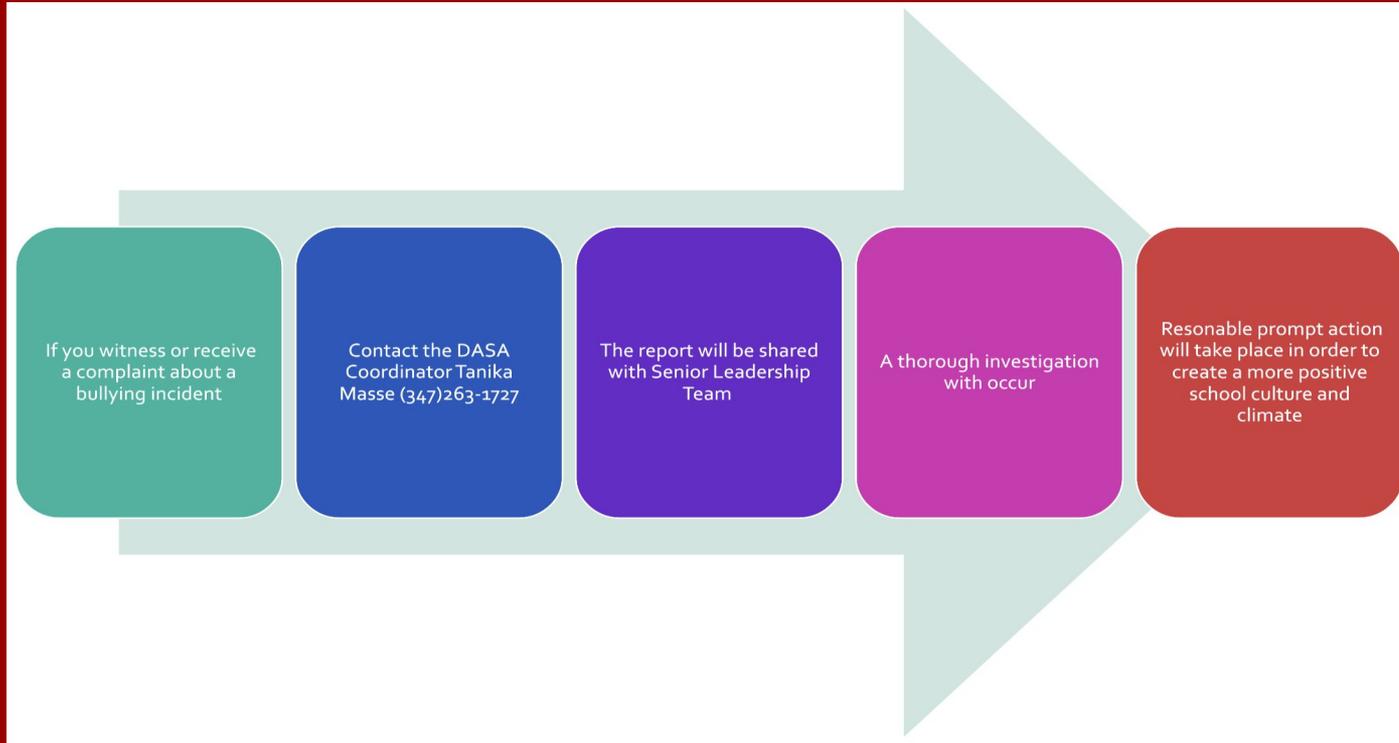
# Conflict



# Supports

- ❖ Plan for change
  - Restorative practices; positive intervention supports
- ❖ Provide support to students and persons in parental relation involved
  - Counseling, conflict resolution, mediation
- ❖ Take actions to improve school climate
  - Behavioral intervention contract; teach dignity and respect
- ❖ Develop/refine school policy
  - Review and revise regularly

# What should you do if you witness bullying?



DASA prohibits retaliation against any individual who reports or assists in the investigation of harassment, bullying, cyberbullying, or discrimination.



# DASA Reporting Form

## Dignity for All Students Act (DASA) Incident Reporting Form

La Cima Charter School is committed to providing a safe, supportive environment free from harassment, bullying and discrimination for all students. We encourage the involvement of staff, students, parents and community members in the implementation and reinforcement of the Dignity for All Students Act ("DASA").

If you believe you, or someone else, has been the target of harassment, bullying, cyber-bullying, and/or discrimination, please use this form to report all allegations.

All complaints will be treated in a confidential manner. Anonymous reports may limit La Cima's ability to respond to the complaint. A prompt and thorough investigation will be conducted for all incident reports.

Please complete this form and return it to a school administrator or the Dignity Act Coordinator.

To be completed by person reporting the incident (or the person receiving the complaint and/or investigating the incident)

Today's date: \_\_\_\_\_ Name of School: \_\_\_\_\_

Name of person reporting incident: \_\_\_\_\_

### Role of person reporting incident (Check one)

Student target    Student (witness)    Parent/Guardian    Staff member    Other

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of target: (student being bullied, harassed, or discriminated against)

\_\_\_\_\_

Name(s) of alleged offender(s): \_\_\_\_\_

Date(s) and time(s) of incident(s): \_\_\_\_\_

### What was your involvement in the incident?

I was directly involved in the incident    I observed the incident    I heard about the incident



### Where did the incident happen? (Check all that apply)

- On school property
- Classroom
- Hallway
- Bathroom
- Cafeteria
- Gym
- Locker room
- At a school function
- On a school bus
- Off school property
- Electronic communication
- Other (describe): \_\_\_\_\_

### Type of incident (Check all that apply)

- Physical contact (kicking, punching, spitting, tripping, pushing, taking belongings)
- Verbal threats (gossip, name-calling, put-downs, teasing, being mean, taunting, making threats)
- Psychological (non-verbal actions, spreading rumors, social exclusion, intimidation)
- Abuse (actions or statements that put an individual in fear of bodily harm)
- Cyberbullying (misusing technology/social media to harass, tease, threaten, post pictures (sexting))
- Other (describe): \_\_\_\_\_

### Who was involved in the incident?

Student    Employee    Both student and employee

Describe the specific nature of the incident. What happened? (Be as specific as possible). What did the alleged offender say or do? Include any copies of text messages, emails, etc. if possible.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### If there were any adults in the area when this happened, what did they do?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### Types of bias involved (If known): (Check all that apply)

- Race
- Color
- Weight/size
- National origin
- Ethnic group
- Religion
- Sex
- Religious practice
- Disability
- Sexual orientation
- Gender
- Other (describe) \_\_\_\_\_

### Names of others who may have witnessed the incident:

\_\_\_\_\_

### Was the student absent from school as a result of the incident?

No    Yes   Number of days student was absent: \_\_\_\_\_

Does the situation continue to occur?    Yes    No

You can contact the Dignity Act Coordinator or school administrator for information or assistance at any time.



# Resources

- ❖ [www.Stopbullying.gov](http://www.Stopbullying.gov)
- ❖ [www.Cyberbullying.org](http://www.Cyberbullying.org)
- ❖ [www.ny.gov/cyberbullying](http://www.ny.gov/cyberbullying)
- ❖ [www.childmind.org/](http://www.childmind.org/)
- ❖ [www.pacer.org/bullying/resources/](http://www.pacer.org/bullying/resources/)
- ❖ [www.safekids.com/bullying-cyberbullying-resources/](http://www.safekids.com/bullying-cyberbullying-resources/)
- ❖ [www.cdc.gov/violenceprevention/youthviolence/bullyingresearch/fastfact.html](http://www.cdc.gov/violenceprevention/youthviolence/bullyingresearch/fastfact.html)



**KINDNESS**  
is a gift  
everyone can  
afford to give.

# Questions, Comments, Suggestions...



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