

Student Rights

Dignity for All Students Act Policy (DASA)

In accordance with New York State's Dignity for All Students Act, as amended (DASA), the School is committed to providing its students, employees, volunteers and visitors with an educational and working environment that is safe and secure, promotes respect, dignity and equality, and is free from bullying, discrimination or other forms of harassment or intimidation.

Bullying

Bullying is strictly prohibited on School property and at any School function, as well as any other place or time when the effects of such conduct would reasonably be expected to impact the educational process or create a risk disruption within the School environment.

"Bullying" for the purpose of this policy is defined as harassment, aggressive behavior or other intentional action, whether verbal or physical, which is intended, or could reasonably be expected, to cause emotional harm, distress, fear, ridicule, humiliation and/or intimidation. Bullying can be face-to-face, or carried out by phone, over the internet and other ways directed at another person through the "posting" of sensitive and/or private information, including cyberbullying. "Cyberbullying" means bullying through any form of electronic communication, such as email, text, and social media (e.g., Facebook, Twitter, Snapchat, and Instagram). Bullying can take many forms, such as slurs, jokes, innuendos, demeaning comments, cartoons, pranks, gestures, and physical attacks.

Reporting and Investigation of Complaints of Harassment/ Discrimination & Bullying

Any staff member who witnesses, receives an oral or written account of, or otherwise reasonably suspects the occurrence of, any act constituting harassment, discrimination or bullying must promptly notify the Principal, or the Dignity for All Students Act (DASA) Coordinator of such occurrence as soon as reasonably practicable, but no later than one School day of witnessing or receiving a report of harassment, discrimination or bullying. Such staff member is required to file a written report with the Principal, or the DASA Coordinator no later than two School days

after such oral report or notification. Reporting forms shall be made available on the website, and at each building's front desk.

The School DASA Coordinator's name and contact information for each School can be found on the School's website. The DASA Coordinator is trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sex, sexual orientation, gender and gender identity. The DASA Coordinator will be accessible to students and staff members for consultation and advice.

All students, Parents/ Guardians, visitors and others are strongly encouraged to report any such conduct. Retaliation or reprisal by any staff member, student or Parent/Guardian against any individual who, in good faith, reports or assists in the investigation of harassment, discrimination or bullying is strictly prohibited (and, for students and staff members, will result in severe discipline). All complaints will be treated in a confidential manner. Please note that anonymous reports may limit the School's ability to respond to the complaint effectively and efficiently.

The Building Director, or the DASA Coordinator will lead or supervise the prompt and thorough investigation of all such reports. If such investigation results in a finding of a violation of the School's anti-harassment/discrimination/bullying policies, the School will take prompt action, reasonably calculated to end the harassment/discrimination or bullying, eliminate any hostile environment, prevent recurrence of the behavior, and ensure the safety and educational opportunities of the student(s) or staff member(s) against whom such behavior was directed.

The School reserves the right to notify an appropriate law enforcement agency when it is believed that any harassment/discrimination/bullying constitutes criminal conduct.

Material incidents of discrimination and harassment will be reported to the State Education Department as required by law.

The Dignity for All Students Coordinator

Evergreen Charter School is committed to maintaining a safe environment for students to learn and express themselves. In accordance with the Dignity Act Policy (see Code of Conduct). We have a Dignity Act Coordinator who is dedicated to ensure student safety and well-being by:

1. Promoting a safe, orderly and stimulating School environment which supports active teaching and learning for all students regardless of actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.
2. Identifying curricular resources that support infusing civility in classroom instruction and classroom management, and providing guidance to staff as to how to access and implement those resources.
3. Being responsible for monitoring and reporting on the effectiveness of the School's bullying prevention efforts.
4. Addressing issues of harassment or any situation that threatens the emotional or physical health, or safety of any student, employee, or any person who is on School property or at a School function (whether lawfully or not).

The Dignity Act Coordinator (DASA) for Evergreen Charter School Buildings:

K-1 – Ms. L. Camilli

2-4 – Mr. C. Pumar

6-8 – Mr. N. Agosti

9-12 – Ms. C. Civitano

The Dignity Act Coordinator (DASA) for Evergreen Charter School District – Dr. Elena Litescu **Student Privacy**

The School complies with all New York State regulations regarding student privacy, including FERPA. We respect the privacy of all parents/guardians and students regarding student records and information.