

Rochdale Early Advantage Charter School DASA Policy

Policy statement

Policy Statement the Board of Trustees (the “Board”) for Rochdale Early Advantage Charter School (the “School”) recognizes that learning environments that are safe and supportive can increase student attendance and improve academic achievement. A student's ability to learn and achieve high academic standards, and a school's ability to educate students, is compromised by incidents of discrimination or harassment, including but not limited to bullying, taunting and intimidation. Therefore, in accordance with the Dignity for All Students Act (the “Act”), the Board will aim to create an environment free of bullying, cyber bullying, discrimination and/or harassment and will foster civility in School to prevent and prohibit conduct which is inconsistent with the school’s educational mission. This policy will be strictly enforced.

Bullying Prohibited

The Board condemns and prohibits all forms of bullying, discrimination and/or harassment of students based on actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, sex or any other protected characteristic. This restriction applies to school employees, students, parents, school contractors, or visitors on School Property and at School Functions. In addition, any act of bullying, cyber bullying, discrimination and/or harassment at School Functions, which can reasonably be expected to materially and substantially disrupt the education process or a student’s education, is strictly prohibited.

Dignity Act Coordinator

The Dignity Act Coordinator will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (identity or expression), sex, and any other characteristic protected by law. The School will share the Coordinator’s name by: a) Listing such information in the Parent-Student Handbook and updates posted on the School website; b) Including such information in the Parent-Student Handbook provided to all persons in parental relation to students before the beginning of each school year; c) Providing such information to parents and persons of parental relation in at least one School mailing; and d) Posting such information in highly visible areas of the School.

Training and Awareness

The School will establish guidelines for training all staff about the requirements of the Act. Training will be provided each school year to raise staff awareness and sensitivity of bullying, discrimination and/or harassment directed at students that are committed by students or school

employees on School Property or at a School Function. Training will include ways to promote a supportive school environment that is free from bullying, cyberbullying, discrimination and/or harassment, emphasize positive relationships. Any training or education about the Act will include demonstrations on prevention and intervention techniques to assist employees in recognizing and responding to bullying, cyber bullying, discrimination and/or harassment as well as ensuring the safety of the victims, and reducing and addressing problems of exclusion, bias, and aggression in the School.

Reports and Investigations of Bullying, Discrimination and/or Harassment

Any person who has been a victim or who knows of a potential incident of bullying, discrimination, or harassment is required to report it to the Coordinator. School employees who witness harassment, bullying, or discrimination, or receive a report of such harassment, bullying, or discrimination must verbally notify the Coordinator or the Principal no later than one school day after the employee witnesses or receives a report of harassment, bullying or discrimination. School employees must also file a written report with the Coordinator and Principal no later than two school days after making the oral report. The content of the written report should be sufficient to allow the School or the Coordinator to investigate the allegation or report of violations of the Act. All school employees are expected to participate in the investigation of any allegation of violations of the Act

Reporting

The Principal will regularly report on data and trends related to harassment, bullying and discrimination to the Board.

Prohibition on Retaliation

Any person who has reasonable cause to suspect that a student has been subjected to bullying, discrimination and/or harassment by an employee or student, on school grounds or at a school function, who acts reasonably and in good faith and reports such information to school officials or law enforcement authorities, shall have immunity from any civil liability that may arise from making such report.

The Board prohibits any retaliatory behavior directed at complainants, victims, witnesses and/or any other individuals who participate in the investigation of a complaint of bullying, discrimination and/or harassment.