



# Dignity Act Building Liaisons

**DISTRICT COORDINATOR:** STACEY HAYNSWORTH

## BUILDING LIAISONS

### FOX LANE HIGH SCHOOL

JENNIFER AMOS  
ANA PIQUERO  
JASON SPECTOR  
KRISTY EMERY

### FOX LANE MIDDLE SCHOOL

MARY HARRISON  
AMANDA GERBER  
KEVIN HANLON  
TIMOTHY MONTALVO

### BEDFORD HILLS ELEMENTARY

ZBYNEK GOLD  
BETH KOLB

### BEDFORD VILLAGE ELEMENTARY

GINA SMITH  
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### MOUNT KISCO ELEMENTARY

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ANGELIQUE JOHNSON  
JENNIFER CORCORAN  
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### POUND RIDGE ELEMENTARY

STEPHANIE BELL  
JESSICA STERN

### WEST PATENT ELEMENTARY

JUDY BREWSTER  
ELISSA LESSER

**Q: *Who is protected by the Dignity Act?***

**A:** All public elementary and secondary school students.

**Q: *What does the Dignity Act prohibit?***

**A:** Harassment and discrimination of students by students and school personnel.

**Q: *How does the Dignity Act relate to bullying and hazing?***

**A:** Bullying and hazing are forms of harassment and discrimination.

**Q: *What physical spaces are covered by the Dignity Act?***

**A:** The Dignity Act applies to behavior on school property (including athletic fields, playgrounds, and parking lots), in school buildings, on a school bus/vehicle, as well as at school-sponsored events or activities.

**Q: *How does the Dignity Act relate to the school's Code of Conduct?***

**A:** The Code of Conduct must be amended to reflect the prohibition of discrimination and harassment of students by students or staff – age appropriate plain language.

**Q: *Does the Act require any training?***

**A:** Yes, the Dignity for All Students Act requires schools to provide training to all employees to increase awareness of and sensitivity to discrimination and harassment in schools and to achieve civility in the schools among all people, staff and students alike.

**Q: *How do I report an issue?***

**A:** If you need to report an alleged bullying, cyberbullying, or harassment incident, please complete the incident reporting form found on the Pupil Personnel Department Page at [www.bcsdny.org/Page/228](http://www.bcsdny.org/Page/228).

BEDFORD CENTRAL SCHOOL DISTRICT

*Inspiring and Challenging Our Students*



Dignity for All Students Act  
(The Dignity Act)

**2023-2024**

Law Enacted: July 1, 2012

Amended: July 1, 2013

Amended to include Crown Act, 2019

Want More  
Information?

Visit the Pupil Personnel Department at

[www.bcsdny.org/Page/228](http://www.bcsdny.org/Page/228)

For questions, email  
[shaynsworth0490@bcsdny.org](mailto:shaynsworth0490@bcsdny.org)

## What is the Dignity Act?

The Dignity for All Students Act is New York State's proactive response to battling the epidemic of bullying, harassment and discrimination within the school system.

The goal of the Dignity Act is to create a safe and supportive climate where students have the ability to focus on their education and social development without the fear of being discriminated against or physically, verbally and emotionally harassed.

The New York State Dignity for All Students Act promotes the idea that all students in elementary and secondary education have the right to a safe, welcoming, considerate and compassionate environment.

## What is the Crown Act?

In 2019, the Dignity for All Students Act was amended by the CROWN Act to add the definition of race that includes traits such as hair texture and protective hairstyles such as locs, braids, and twists in order to protect students' access to their public education regardless of how they choose to wear/style their hair.

The CROWN Act prohibits racial discrimination based on hair texture and protective hairstyles. While DASA already protects the right of all students to learn in schools free of discrimination, harassment, and bullying, it is now clarified that those rights include self-expression through hairstyle.

## What is Bullying under the Amended Dignity Act?

Bullying, under the amended Dignity for All Students Act, has the same meaning as harassment.

Harassment is the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that:

1. 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;
2. reasonably causes or would reasonably be expected to cause a student to fear for their physical safety;
3. reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or
4. occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Student conflict may be a violation of the Code of Conduct, but may not always be considered a violation under the Dignity Act. To be a violation under the Dignity Act, the harassment must create a hostile environment.

## Discrimination or Harassment

Discrimination or harassment within the meaning of this policy shall include a single severe incident or multiple incidents that are pervasive in nature that create a hostile environment.

The discriminating behavior or harassing behavior may be based on any characteristic, including but not limited to a person's actual or perceived:

1. Race,
2. color,
3. weight,
4. national origin,
5. ethnic group,
6. religion,
7. religious practice,
8. disability,
9. sex,
10. sexual orientation, or
11. gender (including gender identity and expression)

For the purpose of this definition, the term "threats, intimidation or abuse" shall include verbal and non-verbal actions.