



The Board of Education, administration and staff are committed to providing an educational environment free from harassment, bullying, and cyberbullying for all students. This brochure provides a brief overview of the Dignity for All Students Act (DASA), which is intended to foster civility and to prevent & prohibit conduct inconsistent with our educational mission. All students and employees should take the time to review this important information. We encourage students to discuss DASA with their parents and direct any questions to their Dignity Act Coordinator. If you would like a copy of the complete district policy on bullying and harassment, view our district website or contact the office of the Superintendent of Schools.

*The Dignity for All Students Act took effect on July 1, 2012. This legislation seeks to provide public 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. An amendment to this law includes cyberbullying took effect July 1, 2013. The State Education Department provided a document on Guidance for Creating a Safe and Supportive Environment for Transgender and Gender Nonconforming Students, July 2015.*

## Who to Contact Regarding Incidents of Bullying, Discrimination, Intimidation & Harassment

**LGCS D (518) 668-5456**

### **Your Dignity Act Coordinators**

#### **Elementary School**

Mr. James Conway, Principal  
[conwayj@lkgeorge.org](mailto:conwayj@lkgeorge.org)  
Ext. 4000

#### **Jr/Sr High School**

Ms. Kemm Wilson, Director of Student Support Services  
[wilsonk@lkgeorge.org](mailto:wilsonk@lkgeorge.org)  
Ext. 1216

### **Important Contacts & Resources**

#### **School Social Worker**

Mrs. Ann Moellman  
[moellmana@lkgeorge.org](mailto:moellmana@lkgeorge.org)  
Ext. 4006

#### **Jr/Sr HS Principal**

Mr. Francis Cocozza  
[cocozzaf@lkgeorge.org](mailto:cocozzaf@lkgeorge.org)  
Ext. 1201

#### **School Social Worker**

Mr. Scott Smith  
[smithg@lkgeorge.org](mailto:smithg@lkgeorge.org)  
Ext. 1229

#### **Dean of Students**

Mr. Chris Mondella  
[mondellac@lkgeorge.org](mailto:mondellac@lkgeorge.org)  
Ext. 1227

#### **LGCS D**

#### **Superintendent**

Mrs. Lynne Rutnik  
[rutnikl@lkgeorge.org](mailto:rutnikl@lkgeorge.org)  
Ext. 1207

## The Dignity for All Students Act (DASA)



### What You Need to Know

*IF YOU SEE SOMETHING,  
SAY SOMETHING!  
REPORT AND PREVENT  
BULLYING, DISCRIMINATION,  
INTIMIDATION & HARASSMENT*

#### Lake George Central School District

381 Canada Street  
Lake George, NY 12845  
Phone: (518) 668-5456  
[www.lkgeorge.org](http://www.lkgeorge.org)

Know your rights.  
Visit [www.STOPBULLYING.gov](http://www.STOPBULLYING.gov)

### What Categories or Classes Are Protected by DASA?

Bullying, discrimination, intimidation & harassment are prohibited based on a person's actual or *perceived* race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex.

### What Is Bullying & Harassment?

Bullying and harassment means the creation of a hostile environment by conduct or by threats, intimidation, or abuse, including cyberbullying, that interferes with a student's educational performance, opportunities or benefits, or mental, emotional, or physical well-being; or reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety and/or cause physical injury or emotional harm to a student; or 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.

### What Is Cyberbullying?

Cyberbullying is any form of electronic messaging (including email, text messaging, and social networking) that is intended to "intimidate, control, manipulate, put down, falsely discredit, or humiliate the recipient."

Some common examples of cyberbullying are:

- Using electronic communication to monitor and harass the victim in order to control the victim's online participation.

- Spreading rumors about the victim online to harm the victim's reputation, and turning others to disparage the victim as well – sometimes by "ganging up" on the victim in an online forum.
- Using a fake online identity to trick the victim into revealing personal information, and using this information to harass the victim.
- Releasing the victim's private information, including personal photos, with the intent to damage the victim's reputation.

### What Are Microaggressions?

Brief, everyday exchanges, verbal and non-verbal, that send messages to certain individuals that because of their group membership, they have little worth. These small exclusions, expressions, and gestures can affect the quality of life and standard of living for students who are members of marginalized groups, and they create disparities in education.

### What Is Discrimination?

Discrimination includes the denial of equal treatment, admission and/or access to programs, facilities and services based on the person's actual or perceived membership in protected classes.

### What Is Intimidation?

Intimidation is intentional behavior that would cause a person of ordinary sensibilities to fear injury or harm.

### Offenses Occurring Off School Grounds

DASA offenses occurring off school property where such acts create a risk of substantial disruption in school must be addressed by school officials.

### What can I do?

If a student, colleague, or peer experiences or witnesses bullying, discrimination, intimidation and/or harassment, they should report the incident to their principal, Dignity Act Coordinator, dean or social worker. Complaints should be made immediately after the occurrence; however, a complaint received at any time will be dealt with when it is received.

Incidents of bullying or cyberbullying 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 a 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.

### Retaliation

Retaliation for reporting an incident of bullying, cyberbullying, discrimination, intimidation or harassment is strictly forbidden and will result in serious consequences for the offender.

DASA Complaint Forms can be found at:  
[www.lkgeorge.org/DASA](http://www.lkgeorge.org/DASA)  
And submitted to the building level DAC.

For more information on DASA,  
please visit:  
<https://www.nyscfss.org/dasa-faqs>  
<http://p12.nysed.gov/dignityact/>