

## Dignity for all Students

### A School Environment Free from Harassment, Bullying, Discrimination, and Cyberbullying Policy

The New York Child Learning Institute (NYCLI) protects students from harassment, discrimination, bullying and cyberbullying. The Institute provides a safe school environment for students to learn.

The Institute prohibits bullying, harassment, discrimination, or cyberbullying against students in school based on the following: actual or perceived race; color; weight; national origin; ethnic group; religion; religious practice; disability; sexual orientation; gender (including gender identity and expression); and/or sex.

Harassment is defined as the creation of a hostile environment by conduct or verbal threats, intimidation, or abuse that would have the following effect: reasonably and substantially interfering with a student's educational performance, opportunities or benefits; and/or would reasonably be expected to cause a student to fear for his or her physical safety.

Discrimination 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.

According to the United States Department of Education (USDOE), [www.stopbullying.gov/what-is-bullying/definition/index.html](http://www.stopbullying.gov/what-is-bullying/definition/index.html), bullying is defined 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. Electronic bullying or cyberbullying can occur using cellphones, email, chat rooms, instant messaging, and online posts.

Cyberbullying primarily involves verbal aggression (e.g., threatening or harassing electronic communications) and relational aggression (e.g., spreading rumors electronically), and can also involve property damage such as dissemination and/or destruction of a student's privately stored electronic information.

The New York Child Learning Institute is committed to helping students acquire skills that will allow them to engage in behavior that demonstrates proper regard

for the rights and welfare of self, other students, school personnel, and the care of school property.

Children with autism may display severe deficits in communication, social interaction skills and awareness of one's own self and others. The Institute develops individualized programs to help students acquire skills necessary to protect the rights of self and others, school staff, and the care of school property.

Based on skill, students will receive instruction on civility, citizenship, and character education to address prohibition of harassment, bullying, intimidation, and/or cyberbullying. Instruction will also be provided on honesty, tolerance, personal responsibility, respect for others, and observance of laws.

The New York Child Learning Institute implements procedures and consequences for students and/or staff members who commit an act(s) of harassment, discrimination, bullying and/or cyberbullying.

The New York Child Learning Institute designates Nicholas Marano, (Childhood Special Education Teacher) and Jelena Markovic (MS.Ed.), to be responsible for receiving all reports alleging instances of harassment, discrimination, bullying, and/or cyberbullying. All school personnel who have contact with the student and the alleged incident are required to verbally notify the principal within one day and file a written report no later than two days after the original report.

Students, parents, and visitors are encouraged to report alleged violations of this policy to the principal on the same day when the individual witnessed or received reliable information regarding any such incident. Students, parents, and visitors may report an act of harassment, discrimination, or bullying anonymously. Formal action may not be taken solely on the basis of an anonymous report.

The principal will conduct a thorough investigation to be completed promptly after receiving a report. The investigation shall be conducted by the school anti-bullying specialist. The investigation shall be completed and the written finding submitted to the principal as soon as possible, but no later than 10 school days from the date of the written report of the alleged incident of harassment, discrimination or bullying. As appropriate to the findings from the investigation, the principal shall provide intervention services, suggest counseling, establish training programs to reduce harassment, discrimination or bullying and enhance school climate, or recommend other appropriate actions, as necessary. The principal will notify local law enforcement when behavior is believed to constitute criminal conduct.

The principal is required to inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services.

Parents of the students involved in the investigation shall be provided with information about (a) the nature of the investigation, (b) whether the Institute

found evidence of harassment, discrimination or bullying, or (c) whether consequences were imposed or services provided to address the incident of harassment, discrimination or bullying. This information shall be provided in writing within five school days after the results of the investigation.

The New York Child Learning Institute will take prompt action to end harassment, bullying, and/or discrimination, and create a plan for change. The Institute prohibits retaliation against anyone making a report or assisting with the investigation.

The Dignity Act Coordinator/Principal will review incident report forms regularly and will retain report forms and investigative materials. All reports will be sent to the District Superintendent annually.

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**New York Child Learning Institute: A Program of AABR, Inc.**

Incident Report Form

Location of Incident: \_\_\_\_\_ Date: \_\_\_\_\_ Time of Incident: \_\_\_\_\_

Name of Student Target: \_\_\_\_\_ Name(s) of Aggressor(s) \_\_\_\_\_

Individuals Present: \_\_\_\_\_

1. What happened at the time of Incident?

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2. Describe Incident (Be specific regarding individual's behavior, staff intervention and interim safety for individuals)

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3. Any Injuries?

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Name of Individual Filing Report: \_\_\_\_\_

Signature of Individual Signing Report: \_\_\_\_\_