

# Accountability

What happens after a complaint is made?

All reports of bullying, harassment or intimidating behavior will be investigated. The parents of both the alleged victim(s) and the accused student(s) will be notified of the results of investigation (subject to applicable confidentiality requirements.)

At the conclusion of an investigation, a written determination will be made regarding whether the conduct occurred and whether it constitutes bullying or intimidation or another violation of the Discipline Code.

If the conduct constitutes a violation of the Discipline Code, appropriate disciplinary action will be taken in accordance with the Citywide Standards of Discipline and Intervention Measures.

If appropriate, individual or group counseling and/or other interventions will be provided.

What help is available for victims of bullying or intimidation?

School counselors are available to provide counseling services.

New York City  
Department of Education

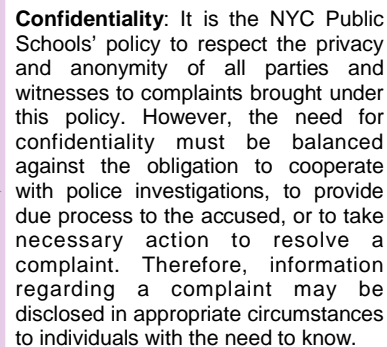


Michael R. Bloomberg  
Mayor


Joel I. Klein  
Chancellor

Retaliation against someone who reports an incident of harassment or discriminatory behavior or who helps in an investigation is prohibited. Students who believe they have been retaliated against should immediately contact a school supervisor.

If you require further help, you can e-mail -  
[RespectforAll@schools.nyc.gov](mailto:RespectforAll@schools.nyc.gov)



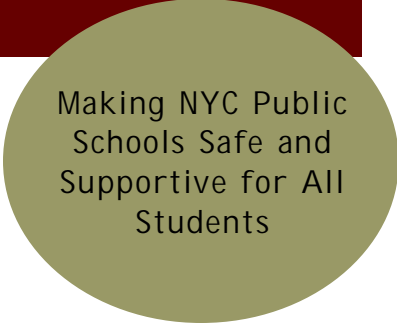
**Confidentiality:** It is the NYC Public Schools' policy to respect the privacy and anonymity of all parties and witnesses to complaints brought under this policy. However, the need for confidentiality must be balanced against the obligation to cooperate with police investigations, to provide due process to the accused, or to take necessary action to resolve a complaint. Therefore, information regarding a complaint may be disclosed in appropriate circumstances to individuals with the need to know.



New York City  
Department of Education



# Respect for All:



Making NYC Public  
Schools Safe and  
Supportive for All  
Students



# Respect for All in NYC Public Schools

Each student, faculty and staff member of the NYC public schools brings to our school community the richness of our city's cultural diversity and the desire for respect.

The Citywide Standards of Discipline and Intervention Measures prohibit students from bullying other students for any reason, including taunting and/or intimidation through the use of epithets or slurs involving race, color, ethnicity, national origin (which includes groups of students of common ancestry, heritage, background or those from the same country), religion, gender, gender identity, gender expression, sexual orientation or disability. This policy is in effect on school grounds, school buses and at all school sponsored activities, programs and events.

**Respect:** esteem for or sense of worth or excellence of a person; proper acceptance or courtesy; regard for the dignity of another's character; acknowledgment; the condition of being esteemed or honored; to show regard or consideration for another.

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## What happens to a student who discriminates against or harasses another student?

**The Department of Education's Discipline Code prohibits this behavior.** Students who violate the Citywide Standards of Discipline will be subject to appropriate disciplinary action as outlined in the Citywide Standards and Chancellor's Regulation A-443.

## What is considered harassment or discriminatory behavior

Harassment/discriminatory behavior is one or more negative acts committed by one or more students against another student or group of students. Harassment or discrimination can be physical, verbal, or social. **Physical** harassment involves physical injury or threat of injury. **Verbal** harassment refers to teasing, taunting, or insulting someone. **Social** harassment refers to the use of peer rejection or exclusion to humiliate or isolate a person.

## What are some examples of banned behaviors?

- Threatening or harassing, intimidating or physically assaulting another student because of her/his race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability;
- Using derogatory language in reference to another student's race, color, ethnicity, national origin, religion, gender, gender identity, gender expression, sexual orientation, or disability
- Teasing or taunting another student
- Making derogatory jokes or name calling or slurs directed at others because of their...
- Written or graphic material, including graffiti, containing comments or stereotypes that are either posted, circulated or are written or printed on clothing or circulated on the Internet (cyber-bullying) that are derogatory of others because of their...
- Negative stereotypes or hostile acts which are derogatory to others because of their...

**race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability.**

## What should you do if you believe another student has harassed or discriminated against you or if you have witnessed such behavior?

Students who believe they have been the victim of bullying or intimidating behavior by another student, and all students with knowledge of such behavior, should report the incident immediately.

- Complaints of discrimination or harassment can be submitted in writing or orally to the school staff members listed on your school's **Respect for All** posters which are displayed throughout your school or to any school staff.
- Complaints should be reported as soon as possible after the incident(s) so they can be effectively investigated and resolved.
- Staff members will report student complaints to the appropriate school supervisor.
- Staff members who witness harassment or discriminatory behavior will also report such an incident to the appropriate supervisor. Staff will take appropriate action to intervene to stop such behavior.

Please see the **Respect for All** posters displayed throughout your school for the designated school staff for all complaints of student-to-student harassment or discriminatory behavior.