Chancellor's Regulations

Chancellor's Regulation A-832
Student to Student Discrimination, Harassment, Intimidation and/or Bullying,

For Staff to Student Discrimination, Harassment, Intimidation and/or Bullying, please see:

Chancellor's Regulation A-830
Filing Internal Complaints of Unlawful Discrimination/Harassment

Chancellor's Regulation A-420
Pupil Behavior and Discipline - Corporal Punishment

Chancellor's Regulation A-421 Verbal Abuse

What happens after a report is made?

All reports of bullying, harassment, discrimination or intimidating behavior will be investigated.

Students who engaged in prohibited behavior are subject to appropriate intervention and disciplinary action consistent with the Citywide Behavioral Expectations to Support Student Learning (Discipline Code) and Chancellor's Regulation A-443.

If the behavior constitutes criminal activity, the police will be contacted.

Student Support

If appropriate, individual or group counseling, referral to an external agency and/or other interventions will be provided.

NYC Department of Education

Bill de Blasio
Mayor

Richard A. Carranza
Chancellor

Retaliation against someone who reports an incident of harassment, bullying, intimidation 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.

How to report or if additional assistance is needed, submit complaint online at https://www.nycenet.edu/bullyingreporting or

- Call 718-935-2288
- Email: RespectForAll@schools.nyc.gov
- Tell a staff member at your school.

UFT BRAVE Hotline 212-709-3222
Monday –Friday from 2:30 p.m. to 9:30 p.m.

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Confidentiality: It is the NYC Public Schools' policy to respect the privacy of all parties and witnesses to complaints brought under this policy. However, sometimes, we may need to share information in order to resolve a complaint. Therefore, information regarding a complaint may be disclosed in appropriate circumstance to individuals with the need to know or where required by law.

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 and staff member brings to our public school community the richness of our city's cultural diversity and the desire for respect.

It is the policy of the Department to maintain a safe and supportive learning environment that is free from harassment, intimidation and/or bullying and from discrimination on account of actual or perceived race, color, citizenship/immigration status, religion, creed, national origin, disability, ethnicity, gender, gender identity, gender expression, sexual orientation or weight. The policy prohibits such behavior by students against other students and by staff against students.

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.

Such discrimination, harassment, intimidation and/or bullying is prohibited in school, during school hours, before or after school, while on school property, at school sponsored events, or while traveling on vehicles funded by the Department of Education.

It is also prohibited on other than school property when such behavior disrupts or would foreseeably disrupt the educational process or endangers or would foreseeably endanger the health, safety, morality or welfare of the school community.

A copy of Chancellor's Regulations and the Discipline Code are available in the principal's office and online at https://www.schools.nyc.gov/about-us/policies/chancellors-regulations/volume-a-regulations

What are some examples of banned behaviors?

Discrimination, harassment, intimidation and/or bullying may take many forms and can be physical, social, verbal or written. **Physical** harassment involves physical injury or threat of injury. **Social** harassment refers to the use of peer rejection or exclusion to humiliate or isolate a person. **Verbal** harassment refers to derogatory teasing, taunting, or insulting someone. **Written** discrimination, harassment, intimidation and/or bullying includes electronic communications (cyber-bullying) using information technology including, but not limited, to: Internet, cell phone, email, personal digital assistant, social media, blogs, chat rooms, and gaming systems.

Some examples include:

- Physical violence; stalking;
- Verbal or physical conduct that threatens another with harm;
- Seeking to coerce or compel a student or staff member to do something; hazing;
- Taunting; exclusion from peer groups designed to humiliate or isolate;
- Using derogatory language or making derogatory jokes or name calling to humiliate or harass;
- Making derogatory statements, using a name or pronoun or pronouncing a name, or engaging in hostile acts based on a student's race, color, ethnicity, religion, creed, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight, or disability;
- Written or graphic material, including graffiti, containing comments or stereotypes that are either posted, circulated or are written or printed on clothing or posted on the Internet (cyber-bullying) that are derogatory of others; engaging in this behavior based on a person's race, color, ethnicity, religion, creed, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight or disability.

What should you do if you believe another student or a staff member has harassed, bullied or discriminated against you or if you have witnessed such behavior?

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

- A student may make a report of bullying, intimidation, discrimination or harassment by another student 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 member
- A student may make a report of staff-to-student harassment, intimidation and/or bullying to the principal /designee or to the Office of Special Investigations.
- A student may make a report of staff-to-student discrimination based on race, color, ethnicity, religion, creed, national origin, gender, gender identity, gender expression, sexual orientation, citizenship/immigration status, weight, or disability to the principal/designee or to the Office of Equal Opportunity.
- Reports should be made as soon as possible after the incident so they can be effectively investigated and addressed.
- Staff members who witness or learn about harassment, discrimination, bullying and/or intimidating behavior will take appropriate action to intervene to stop such behavior, including promptly reporting the behavior to appropriate school staff within one school day.

Please see the Respect for All posters displayed throughout your school for the designated school staff for all reports of student-to-student harassment, bullying, or discrimination.