

Cambridge Central School District
DASA Plain Language Summary
Dignity for All Students Act

In accordance with the Dignity for All Students Act (effective July 1, 2012) the Cambridge Board of Education recognizes that a safe and supportive learning environment is essential for promoting student attendance and academic achievement. Incidents of discrimination and harassment, including but not limited to bullying, taunting, and intimidation, can interfere with a student's ability to learn and the district's ability to educate its students. Therefore, the district is committed to creating an environment that is free of discrimination and harassment and will promote civility throughout the school to prevent and prohibit conduct that is inconsistent with that goal.

The district prohibits all forms of discrimination and harassment of students by school employees or other students on school property, at school-sponsored activities and events that take place off school property. The district prohibits all forms of discrimination and harassment based on actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

Students who fail to act in a respectful, dignified, and civil manner toward others while on school property or at a school sponsored function, may be subject to formal disciplinary action, including a referral, detention, in-school suspension, short term out-of-school suspension or long term out-of-school suspension.

The district will investigate and document every reported incident of discrimination and harassment on school property or at school sponsored events. Incidents may be reported to a building administrator or Dignity Act Coordinator by students, parents, school employees or concerned community members. The building administrator and/or the Dignity Act Coordinator will interview alleged victims, witnesses, and other relevant individuals. Disciplinary consequences will be assigned as appropriate according to the District Code of Conduct.

Student Rights and Responsibilities

Students have the right to take part in all district activities on an equal basis, regardless of actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

Students have the right to be protected from intimidation, harassment or discrimination based on actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender, by school employees or other students.

Students have the responsibility to respect one another and treat each other fairly, civilly and with dignity according to the Student Code of Conduct, other district policies, and the Dignity for All Students Act.

Students have the responsibility to promote an environment that is free from intimidation, harassment or discrimination.

Students have the responsibility to report incidents of discrimination and harassment that are experienced, witnessed, or otherwise brought to their attention. Incidents are to be reported in a timely manner to the building administrator and/or Dignity Act Coordinator.

Parent/Guardian Responsibilities

Parents/guardians have the responsibility to teach their children respect and dignity toward themselves and others, regardless of actual or perceived race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender.

Parents have the responsibility to report incidents of discrimination and harassment that are witnessed or otherwise brought to their attention. Incidents are to be reported in a timely manner to the building administrator and/or Dignity Act Coordinator.

School Employee Responsibilities

School employees have the responsibility maintain a climate of mutual respect and dignity.

School employees have the responsibility to confront issues of discrimination and harassment or any situation that threatens the emotional or physical health or safety of any student, school employee or any person who is lawfully on school grounds or at a school-sponsored event.

School employees have the responsibility to address personal biases that may prevent equal treatment of all students in the school or classroom setting.

School employees have the responsibility to report incidents of discrimination and harassment that are witnessed or otherwise brought to their attention. Incidents are to be reported in a timely manner to the building administrator and/or Dignity Act Coordinator.

Dignity Act Coordinator

At least one staff member in each school will be thoroughly trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion or religious practice, disability, sexual orientation or gender. The Dignity Act Coordinator will be accessible to students and staff members for consultation and advice regarding the expectations of the Dignity for All Students Act.