



## Accountability

### What happens after a complaint is made?

All reports of sexual harassment will be investigated as soon as possible, but not later than five days after the complaint is made. The principal/designee must take the investigative steps as stated in Chancellor's Regulation A-831.

If the principal believes that the alleged conduct constitutes criminal activity, she/he must contact the police. Following completion of the investigation, the principal must issue a written report of his/her findings. This report must be issued within ten school days of receipt of the complaint. The school shall report the results of its investigation of each complaint filed under these procedures in writing to the complainant in accordance with state and federal laws regarding data or records privacy and consistent with the privacy of the alleged harasser.

The report shall include a determination of whether the allegations have been substantiated and whether they appear to be violations of Chancellor's Regulation A-831.

### What help is available for students?

Both the student who is victimized and the student who engages in the prohibited behavior should be referred to separate school based counseling and/or separate, appropriate community-based agencies for counseling, support, and education.

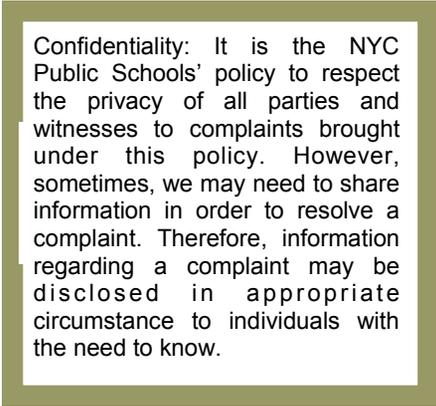


Bill de Blasio  
Mayor

Carmen Fariña  
Chancellor

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

If additional assistance is needed, please e-mail: [RespectForAll@schools.nyc.gov](mailto:RespectForAll@schools.nyc.gov)



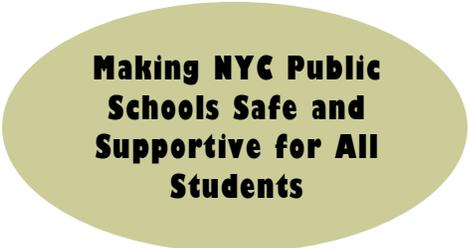
**Confidentiality:** It is the NYC Public Schools' policy to respect the privacy of all parties and witnesses to complaints brought under this policy. However, sometimes, we may need to share information in order to resolve a complaint. Therefore, information regarding a complaint may be disclosed in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



**New York City  
Department of Education**



**Respect For  
All: Keeping Our  
Schools Free of  
Sexual Harassment**



**Making NYC Public  
Schools Safe and  
Supportive for All  
Students**



## Respect for All in NYC Public Schools

Each student in the NYC public schools brings to our school community the richness of our city's cultural diversity and the desire for respect. It is the policy of the New York City Department of Education to maintain a safe and supportive learning and educational environment that is free from sexual harassment committed by students against other students. Such harassment is unacceptable conduct and will not be tolerated.

**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.

It is a violation of Chancellor's A-831 Regulation and the Citywide Standards of Discipline and Intervention Measures for a student to harass another student through conduct or

communication of a sexual nature, as defined below.

Students found guilty of violating this regulation will be subject to appropriate disciplinary action consistent with the Discipline Code and Chancellor's Regulation A-443. (Sexual harassment of a student by an employee is prohibited, as set forth in Chancellor's Regulation A-830.)

This policy is in effect on school grounds, school buses and at all school sponsored activities, programs and events.

A copy of Chancellor's Regulations and the Discipline Code are available in the principal's office and online at <http://schools.nyc.gov/RulesPolicies/default.htm>

### What is sexual harassment ?

Student-to-student sexual harassment is conduct and/or communication by a student directed against another student. It may be unwelcome and uninvited sexual advances, requests for sexual favors, sexually motivated physical conduct and other verbal, non-verbal or physical conduct or communication of a sexual nature which is sufficiently severe, pervasive or persistent to:

- substantially interfere with a student's ability to participate in or benefit from an educational program, school sponsored activity or any other aspect of a student's education; or
- create a hostile, offensive, or intimidating school environment; or
- otherwise adversely affect a student's educational opportunities.

Such behavior can constitute sexual harassment whether it is directed at persons of the same or opposite sex.

### What are some examples of banned behaviors?

Sexually harassing behavior may take many forms, including but not limited to:

- engaging in physical conduct of a sexual nature such as patting, pinching, grabbing, brushing up against another person in a sexual way;
- making sexual comments, remarks, insults, and/or jokes;
- displaying, or distributing sexually oriented or suggestive objects, pictures, drawings;
- making obscene gestures;
- pressuring for sexual activity;
- spreading rumors of a sexual nature;
- engaging in sexually violent or coercive behavior (assault, rape).
- engaging in a pattern of threatened or actual physical, sexual and/or emotional abuse to control a dating partner

### What should you do if you believe you have been sexually harassed ?

It is the responsibility of each principal to designate a staff member to whom reports of student-to-student sexual harassment can be made.

- Any student who believes that she/he has been the victim of sexual harassment by another student should immediately report the incident to the designated staff member or to any other school staff.
- Complaints should be reported as soon as possible after the incident(s) so they can be effectively investigated and addressed.

Complaints of harassment may be made in writing or verbally (A complaint form may be downloaded from Chancellor's Regulation A-831 <http://schools.nyc.gov/RulesPolicies/default.htm>)

- Any staff member who witnesses student-to-student sexual harassment or who has knowledge or information or is told that a student may have been the victim of sexual harassment by another student is required to immediately report the alleged act to the designated staff member. The designated staff member is responsible for reporting all complaints of student to student sexual harassment to the principal/designee.

### What happens to a student who sexually harasses another student?

**The Department of Education prohibits this behavior.** Students who violate the Discipline Code will be subject to appropriate disciplinary action as outlined in the Citywide Standards and Chancellor's Regulation A-831.

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