

DASA Policy

Pharos Academy Charter School

Dignity for all Students Act (DASA) Policy

Pharos Academy Charter School is committed to providing a safe and productive learning environment within the charter school. In accordance with New York States Dignity for All Students Act (DASA) the School is committed to promptly addressing incidents of harassment and/or discrimination of students that impede students' ability to learn. This includes bullying, taunting or intimidation in all their myriad forms.

Students' Rights - No student shall be subjected to harassment by employees or students on school property or at a school function. Nor shall any student be subjected to discrimination based on the student's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex, by school employees or students on school property or at a school function.

In addition, the School reserves the right to hold students accountable, consistent with our Code of Conduct, who engage in harassment of students off school property under circumstances where such off-campus conduct 1) affects the educative process; 2) actually endangers the health and safety of Pharos students within the educational system; or 3) is reasonably believed to pose a danger to the health and safety of Pharos' students within the educational system. This includes written and/or verbal harassment which materially and substantially disrupts the work and discipline of the school and/or which school officials reasonably forecast as being likely to materially and substantially disrupt the work and discipline of the school.

Dignity Act Coordinator (DAC) - Pharos Academy Charter School designates the Senior Director of Operations and Compliance as the Dignity Act Coordinator (DAC) for the School. The DAC is trained to handle human relations in the areas of race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender and sex. The DAC will be accessible to students and other employees for consultation and advice. In accordance with the school's structure, the DAC will partner and be supported by the Principals and Director of School Cultures to ensure all policies are kept up to date and ensure thorough investigations, if necessary, are completed with a sense of urgency.

Reporting and Investigating - Personnel at all levels are responsible for reporting harassment of which they have been made aware to their immediate supervisor. Any student who believes that she/he/they is being subjected to harassment, as well as any other person who has knowledge of or witnesses any possible occurrence of harassment, shall report the harassment to any staff member or to the Senior Director of Compliance and Operations. A staff member who witnesses harassment or who receives a report of harassment shall inform the Senior Director of Compliance and Operations. The Senior Director of Compliance and Operations shall promptly investigate the complaint and take appropriate action to include, as necessary, referral to the next level of supervisory authority (e.g. the Board of Trustees) and/or other official designated by the Board to investigate allegations of harassment. Follow-up inquiries and/or appropriate monitoring of the alleged harasser and victim shall be made to ensure that harassment has not resumed and that those involved in the investigation of allegations of harassment have not suffered retaliation.

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Material incidents of discrimination and harassment on school grounds or at a school function will be reported to the State Education Department as required by law.

No Retaliation - The Board and Pharos Academy Charter School prohibit any retaliatory behavior directed against complainants, victims, witnesses, and/or any other individuals who participate in the investigation of allegations of harassment. All complainants and those who participate in the investigation of a complaint in conformity with state law and School policies, who have acted reasonably and in good faith, have the right to be free from retaliation of any kind.