

OFFICE OF THE ATTORNEY GENERAL  
OF THE STATE OF NEW YORK  
CIVIL RIGHTS BUREAU

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IN THE MATTER OF THE INVESTIGATION OF  
LETITIA JAMES,  
ATTORNEY GENERAL OF THE STATE OF NEW YORK,

AOD No. 26-025

OF

FREWSBURG CENTRAL SCHOOL DISTRICT

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**ASSURANCE OF DISCONTINUANCE**

In the Spring of 2024, the Office of the New York State Attorney General (“OAG”) began investigating allegations that the Frewsburg Central School District (“District”) had failed to adequately respond to student-on-student harassment, bullying, and discrimination, in violation of the New York State Human Rights Law, N.Y. Exec. Law § 290 *et seq.*; Section 40-c of the New York State Civil Rights Law; the Dignity for All Students Act, N.Y. Educ. Law § 10 *et seq.*; the New York State Constitution, art. 1, § 11; and the common law duty to provide adequate supervision to the students in its care.

The District has agreed to enter into this Assurance of Discontinuance (“Assurance”) in lieu of OAG taking further investigative steps or commencing a civil action. This Assurance summarizes OAG’s preliminary findings and memorializes the relief agreed to by OAG and the District (collectively, “Parties”). It should not be construed as an admission of liability by the District and is not admissible in any proceeding involving third parties.

## PART ONE: DEFINITIONS

1. As used throughout this Assurance, the terms set forth below shall have the following meanings.
  - a. “Assurance” means this Assurance of Discontinuance.
  - b. “Board of Education Policy” refers to a policy of the Board of Education in effect as of the Effective Date of this Assurance.
  - c. “Bullying and Harassment” means the definition found in the N.Y. Education Law § 11(7) and N.Y. Comp. Codes R. & Regs. (“NYCRR”) Tit. 8 § 100.2(kk)(1)(viii), and includes cyberbullying, as defined in N.Y. Education Law § 11(8).
  - d. “Discrimination” means to treat a person or persons less well than other similarly situated persons on the basis of any Protected Status and includes the definition found in 8 NYCRR § 100.2(kk)(1)(vii).
  - e. “District” means the Frewsburg Central School District and includes its Board of Education and all of its schools, employees, and agents.
  - f. “Effective Date” means the date this Assurance is executed by both Parties.
  - g. “Impacted Student” means any student who is targeted or otherwise harmed or negatively impacted by Bullying, Harassment, or Discrimination.
  - h. “Materials and Protocols” refers to the District’s guidelines, rules, practices, and equivalents that are not “Board of Education Policies.”
  - i. “Parent” means any parent, stepparent, guardian, or other person in

parental relation to a District Student.

- j. “Protected Status” means actual or perceived race, color, weight, national origin, citizenship or immigration status, ethnic group, religion, religious practice, disability, sexual orientation, gender (including gender identity or expression), sex, age, military status, marital status, or status as a victim of domestic violence.
- k. “Relevant Period” means the 2021–2022 through the 2024–2025 school years.
- l. “Student” means any student who attended a school in the District during the Relevant Period or who attends or will attend a school in the District during the term of this Assurance.

2. Terms of construction:

- a. “And” and “or” shall be construed conjunctively or disjunctively as necessary to make the meaning inclusive rather than exclusive.
- b. “All” means “any and all” and “any” means “any and all.”
- c. “Concerning” means relating to, referring to, describing, evidencing, regarding, reflecting, or constituting.
- d. “Day” refers to a calendar day, not a business day.
- e. “Including” means without limitation.
- f. “They” may be used as a singular or plural pronoun.
- g. “Will” means “shall” and “shall” means “will.”
- h. The singular of any word includes the plural; the plural of any word includes the singular.

- i. The above definitions shall apply throughout this Assurance regardless of capitalization.

## **PART TWO: OAG’S FINDINGS**

### **The Frewsburg Central School District**

3. The Frewsburg Central School District is located in Chautauqua County. The District comprises the Pre-K–6 Robert H. Jackson Elementary School and the grades 7–12 Frewsburg Middle/High School.
4. The District is supervised by an Interim Superintendent, Lynda Quick, and a Board of Education led by Michael LeBaron. The Superintendent serves as the chief executive officer of the Board and is responsible for implementing Board Policies, as well as advising and recommending action to the Board. The Board has several responsibilities, including carrying out duties imposed by state and federal law and establishing policies and procedures necessary for the District.
5. The District is a covered entity subject to the New York State Human Rights Law, N.Y. Exec. Law § 296(4); the Dignity for All Students Act, N.Y. Educ. Law § 10 *et seq.*; the N.Y. Civil Rights Law § 40-c; and the New York State Constitution, art. I, § 11.

### **OAG’s Investigative Measures**

6. In the Spring of 2024, OAG began a robust preliminary investigation of the Frewsburg Central District after receiving allegations that the District failed to adequately respond to student-on-student harassment, bullying, and discrimination during the Relevant Period (the “OAG Investigation”).

7. The OAG Investigation lasted over a year and included interviews with parents, students, and other witnesses, as well as a review of documents and information produced by those witnesses and obtained through other sources.
8. In April 2025, OAG informed the District of its preliminary findings during a meeting with the District.
9. In lieu of OAG taking further investigative steps, the District hereby agrees to enter into this Assurance and work cooperatively with OAG to implement policies, materials, and protocols to ensure that all District students can learn in an environment that is safe, respectful, and supportive.
10. Before entering into this Assurance, the District took several proactive measures to work cooperatively with OAG and proactively address matters brought to its attention, including but not limited to, contracting with the Board of Cooperative Educational Services (“BOCES”) for resources to improve the District’s school environment and curriculum, holding class meetings with students to discuss using respectful and inclusive language, and meeting with impacted students and parents.

**OAG’s Review of the District’s Policies Regarding Bullying, Harassment, and Discrimination**

11. The OAG Investigation included a comprehensive review of the District’s Board of Education Policies, handbooks, and related documents that address student-on-student bullying, harassment, and discrimination, including the following: the District’s Code of Conduct, its Middle School and High School Student Handbooks, its Dignity for All Students Act (“Dignity Act”) notification on its website, and Board of Education Policies 3420, 3421, 7550, 7551, and 7554.

12. As relevant, Board of Education Policy 3420 provides specific requirements and procedures for complying with non-discrimination and anti-harassment laws, including requiring the provision of “appropriate information and/or training to employees and students” and, “[a]s may be necessary, special training ... for individuals involved in the handling of discrimination and/or harassment complaints.”
13. Board of Education Policy 3421 provides specific requirements and procedures for complying with the District’s “Title IX and Sex Discrimination” policy, including rigorous training requirements for the District’s Title IX Coordinators, investigators, decision-makers, and all other District employees. These training materials must be published on the District’s website.
14. Board of Education Policy 7550 provides specific requirements and procedures for implementing the Dignity Act,<sup>1</sup> including rigorous training requirements for the District’s Dignity Act Coordinators and all other District employees.
15. Finally, Board of Education Policy 7551 provides specific requirements and procedures for complying with the District’s policy on “Sexual Harassment of

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<sup>1</sup> New York State’s Dignity for All Students Act was established with the broad legislative intent to create a safe and supportive school climate where students’ education will not be compromised by incidents of discrimination and harassment, including bullying, taunting, and intimidation. N.Y. Educ. Law § 10. The Dignity Act requires schools to take proactive and remedial steps to protect all students from harassment or bullying by employees or students on school property, at school functions, on social media, or off school property if the bullying or harassment would create a risk of substantial disruption of the school environment. *Id.* § 12; 8 NYCRR § 100.2(kk)(1)(viii). In addition, it prohibits discrimination based on students’ actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex. N.Y. Educ. Law § 12.

Students,” and Board Policy 7554 provides specific requirements and procedures for complying with the District’s policy on “Equal Educational Opportunities.”

16. Board of Education Policies 3420, 3421, 7550, 7551, and 7554 are comprehensive and compliant with state and federal laws prohibiting bullying, harassment, and discrimination. However, the District’s Code of Conduct, Student Handbooks, and Dignity Act notification on its website contained condensed information about the Dignity Act and other protections against bullying and harassment, which OAG does not find sufficient to fully inform members of the school community.

#### **Allegations and Preliminary Findings**

17. The OAG Investigation included interviews with current and former District students, parents, and other witnesses who alleged that they had experienced, or had knowledge of, recurring incidents of bullying and harassment in the District’s schools during the Relevant Period. In several instances, parents and students provided documentary evidence and/or third-party witnesses to corroborate their accounts of specific incidents OAG reviewed.
18. Students reported that classmates regularly used offensive and demeaning language in casual conversation and directed at specific students while at school, creating a hostile learning environment. This language includes, but is not limited to, the widespread use of racial, ethnic, sexist, and homophobic slurs.
19. Students reported that classmates regularly made jokes and comments that condoned or made light of slavery and sexual assault, and subjected students to comments and pranks based on demeaning racial and ethnic stereotypes.

20. Students alleged that they were physically assaulted or threatened with assault by other students in connection with ongoing bullying and/or harassment that occurred at school.
21. Students and parents told OAG that the bullying, harassment, and discrimination continued, despite reporting these incidents to District administrators and employees.
22. Students and parents reported that the alleged acts and omissions described in Paragraphs (18)–(21) harmed the students’ mental health and emotional wellbeing, interfered with their ability to learn and participate in school activities, and caused them to miss days of school.
23. Families told OAG that they had either moved out of the District, or had seriously contemplated moving out of the District, because of the continued bullying and harassment their children experienced in school.
24. OAG finds these witnesses’ allegations credible.
25. The District has not verified the allegations.
26. Based on the OAG Investigation, OAG has serious concerns that the District’s response during the Relevant Period to student-on-student bullying, harassment, and discrimination on the basis of protected statuses was insufficient to prevent the continued occurrence of this conduct during the Relevant Period. Accordingly, OAG finds that the District’s acts and omissions would likely constitute violations of the New York State Human Rights Law, the Civil Rights Law, the state Constitution, and the common law duty to supervise.

27. After OAG shared these allegations and its preliminary findings with the District, in lieu of OAG taking further steps to verify the allegations, the District embarked on a course of corrective action, including but not limited to:
- a. Meeting with impacted parents and students to understand their concerns in order to better develop a District-wide plan to address bullying, harassment, and discrimination;
  - b. Conducting two staff training sessions on Dignity Act requirements during the Summer of 2025;
  - c. Reminding students at the start of the 2025–2026 school year of their responsibility to treat each other with respect and dignity; and
  - d. Adopting and implementing the “Dignity Act Required Notification” approved by OAG, a copy of which is annexed to this Assurance as **Attachment A**.
28. As such, OAG has not taken further investigative steps to review the District’s response to reports of bullying, harassment, and discrimination.

### **PART THREE: RELIEF**

#### **Recitals**

WHEREAS, N.Y. Exec. Law § 291(2) recognizes and declares that the opportunity to obtain an education “without discrimination because of age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, marital status, or disability” is a civil right;

WHEREAS, the District is subject to the New York State Human Rights Law

("NYSHRL"), N.Y. Exec. Law § 296(4); the Dignity for All Students Act, N.Y. Educ. Law § 12-13; Section 40-c of the New York Civil Rights Law; Article I, Section 11 of the New York State Constitution; and the common law duty to provide adequate supervision to the students in the District's care;

WHEREAS, the District affirms its commitment to ensuring an education environment that is safe, respectful, supportive, and conducive to learning; has proactively embarked on a course of corrective action upon learning of OAG's preliminary findings; and has agreed to cooperate with OAG in creating and implementing policies, procedures, and guidelines that will further protect the safety, dignity, and rights of all District students;

WHEREAS, the District does not admit OAG's preliminary findings set forth herein;

WHEREAS, the Parties are willing to accept the terms of this Assurance in the interest of resolving this matter, and find that the obligations imposed herein are prudent, appropriate, and in the public interest;

THEREFORE, OAG is willing to accept this Assurance pursuant to Executive Law § 63(15), in lieu of taking further investigative steps or commencing a civil action based on the conduct described above; and

IT IS HEREBY UNDERSTOOD AND AGREED, by and between the Parties, as follows:

#### **Legal Compliance and General Principles**

29. **General Injunction:** The District agrees to comply with the New York State Human Rights Law, the Dignity for All Students Act and its implementing regulations, Section 40-c of the New York Civil Rights Law, and the New York State Constitution, article 1, § 11, including any amendments thereto, to the extent

applicable to the District. If any specific requirements in this Assurance conflict with this general injunction, this general injunction controls.

30. The District agrees to comply with and fully implement the policies, procedures, and requirements in Board of Education Policies 3420, 3421, 7550, 7551, and 7554.

#### **Materials and Protocols**

31. **Dignity Act Enforcement:** By no later than July 31, 2026, the District shall review and, as necessary, revise or create and implement a comprehensive protocol (“Dignity Act Protocol”) that governs all employees’ implementation of and compliance with the Dignity Act and its implementing regulations. The Dignity Act Protocol shall include the following elements:

- a. Responsibilities of the District’s Dignity Act Coordinators;
- b. Responsibilities of mandated reporters, including but not limited to, those specified in 8 NYCRR § 100.2(kk)(2)(i)–(ii);
- c. A standard method for documenting and preserving all Dignity Act complaints, whether verified or not;
- d. A timeline (including maximum number of days) for initiating investigations of reported or observed incidents of bullying, harassment, and/or discrimination that may violate the Dignity Act (“Dignity Act Incidents”);
- e. A timeline (including maximum number of days) and protocol for promptly responding to all reports of bullying, harassment, and/or discrimination by parents or students;

- f. Best practices, including sources and methods, for investigating alleged or suspected Dignity Act Incidents;
- g. Protocol for protecting Impacted Students and witnesses from retaliation;
- h. Guidelines for responding to verified material Dignity Act Incidents in a manner that is (1) reasonably calculated to end the bullying, harassment, and/or discrimination; (2) eliminate any hostile environment; (3) create a more positive school culture and climate; (4) prevent recurrence of the behavior; and (5) ensure the safety of the student or students against whom such bullying, harassment, and/or discrimination was directed. This includes:
  - i. Protocol for providing appropriate supports and protections for Impacted Students, which shall be determined in consultation with the impacted student(s) and/or their parents, as appropriate, including but not limited to the Counseling Protocol discussed in paragraph (66);
  - ii. Protocol for providing consistent, appropriate corrective action and discipline for students who have been found to have engaged in conduct prohibited by the Dignity Act, including remedial responses designed to educate and correct the problem behavior and prevent its recurrence;
  - iii. A list or description of possible actions the district may take, as appropriate, to improve the school culture and climate;

- i. Guidance, informed by appropriate safety considerations, for reporting the results of Dignity Act investigations, whether verified or not, to impacted students, responsible/accused students, and their parents, including: when the District should refrain from sharing information with parents due to safety concerns consistent with law, and how the District will share information with responsible/accused students and their parents. The District shall adopt and use the “Dignity Act Written Decision Parent/Guardian Notification Form – Impacted Student” for reporting the results of Dignity Act investigations to parents, a copy of which is annexed to this Assurance as **Attachment B**.
32. The District shall promote student awareness of the Dignity Act Coordinators’ role and identity by ensuring that SED’s “DASA Coordinator Poster” is posted in at least three prominent locations in each school.<sup>2</sup>
33. The Dignity Act Coordinator shall document and retain records regarding every Dignity Act investigation, including any interview notes or other evidence reviewed during the investigation and records of remedial efforts, and further ensure that all verified material Dignity Act Incidents are reported to the New York State Education Department (“SED”), as required by law and regulation.
34. Students who believe that they experienced bullying, harassment, and/or discrimination prior to the execution of this Assurance may request a meeting with

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<sup>2</sup> The poster can be found on SED’s website at the following web address:  
<https://www.nysed.gov/sites/default/files/programs/student-support-services/dasa-coordinator-poster.pdf>.

the appropriate Dignity Act Coordinator to review their situation and develop appropriate responses and supports consistent with this Assurance.

35. **Dignity Act Required Notification:** The District shall continue to publish on its website, as well as circulate to all students and parents, the “Dignity Act Required Notification” referenced in paragraph (27)(d) and annexed to this Assurance as **Attachment A**. As provided below, the District shall include the Dignity Act Required Notification in District calendars, student and staff handbooks, and the Code of Conduct before the start of the 2026–2027 school year and thereafter.
36. The District shall meet and confer with OAG prior to making any material changes to the Dignity Act Required Notification during the term of this Assurance.
37. **Code of Conduct:** The District shall revise its Code of Conduct, as necessary, to ensure compliance with Board of Education Policies 3420, 3421, 7550, 7551, and 7554; the Dignity Act and its implementing regulations; the NYSHRL; Section 40-c of the Civil Rights Law; New York State Education Law § 2801, and regulations promulgated by the Commissioner of Education (“Commissioner’s Regulations”), including 8 NYCRR § 100.2(l)(2), (jj)(4)(vii)(a). The revised Code of Conduct shall be implemented by no later than July 31, 2026.
38. The revised Code of Conduct shall contain a discipline matrix that, among other things:
  - a. Clearly instructs students on conduct prohibited by the Dignity Act and provides for discipline to increase in severity for each verified act of harassment, bullying, discrimination, and/or retaliation, whether of the

same nature or not, in compliance with relevant New York state law and regulations;<sup>3</sup>

- b. Ensures that “[s]uspension from athletic participation” and “[s]uspension from social or extra-curricular activities” remain in the disciplinary matrix during the term of this Assurance and provides criteria to be considered that will result in these disciplinary procedures; and
- c. Clearly prohibits retaliation against students for making good faith reports of conduct believed to be prohibited by the Dignity Act or that otherwise violates the Code of Conduct.

- 39. The District retains discretion to deviate from the discipline matrix if administrators determine that there are mitigating or aggravating circumstances, which shall be memorialized in District records.
- 40. The District shall ensure that the plain-language summary of the Code of Conduct includes information about discipline of students with disabilities.
- 41. The revised Code of Conduct shall include the Dignity Act Required Notification **(Attachment A)**.

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<sup>3</sup> Regulations promulgated by the Commissioner of Education mandate that every code of conduct include “provisions for responding to acts of harassment, bullying, and/or discrimination against students by employees or students ... which, with respect to such acts against students by students, incorporate a progressive model of student discipline that includes measured, balanced and age-appropriate remedies and procedures that make appropriate use of prevention, education, intervention and discipline, and considers among other things, the nature and severity of the offending student’s behavior(s), the developmental age of the student, the previous disciplinary record of the student and other extenuating circumstances, and the impact the student’s behaviors had on the individual(s) who was physically injured and/or emotionally harmed. Responses shall be reasonably calculated to end the harassment, bullying, and/or discrimination, prevent recurrence, and eliminate the hostile environment. This progressive model of student discipline shall be consistent with the other provisions of the code of conduct.” 8 NYCRR § 100.2(1)(2)(ii)(h).

42. During the term of this Assurance, the District shall meet and confer with OAG prior to making any material changes to provisions of the Code of Conduct that were revised in compliance with this Assurance for the start of the 2026–2027 school year.
43. **Student Handbooks:** By no later than July 31, 2026, the District shall revise the Middle School and High School Student Handbooks to contain the Dignity Act Required Notification (**Attachment A**). The revised Handbooks shall be published on the District’s website and, as appropriate, distributed by no later than the start of the 2026–2027 school year.
44. **Prohibition Against Retaliation:** By no later than July 31, 2026, the District shall review and, where necessary, revise or draft and implement materials and protocols (to the extent such materials and protocols were not otherwise revised or drafted pursuant to paragraph (31) and its subparts) to ensure that the District’s response to complaints of bullying, harassment, or discrimination will not be retaliatory against the victim or individual making the complaint, will not cast blame on the victim or the victim’s family, and will not discourage the victim or individual making the complaint from reporting subsequent incidents. Any violation of this policy by a District employee or administrator will result in appropriate discipline, consistent with New York State laws, applicable collective bargaining agreements, and other contractual agreements. Any violation of this policy by a student will result in discipline consistent with the District’s disciplinary matrix.

## Training and Professional Development

45. By no later than July 31, 2026, the District shall create and, starting in the 2026–2027 school year, implement a program of annual mandatory trainings (“Annual Training Program”) that shall include, at a minimum:
- a. For District employees and students, annual Dignity Act training that meets or exceeds the requirements of 8 NYCRR § 100.2(jj)(3), and which utilizes SED’s Dignity Act training resources and includes scenario-based training and examples of conduct that would qualify as bullying, harassment, and/or discrimination;<sup>4</sup>
  - b. For all relevant employees, training in any new elements of the Dignity Act Protocol prior to the start of the 2026–2027 school year;
  - c. For Dignity Act Coordinators, annual training designed specifically for Dignity Act Coordinators that meets or exceeds the requirements in 8 NYCRR § 100.2(jj)(4), and which utilizes SED’s Dignity Act training resources;<sup>5</sup>

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<sup>4</sup> For District Employees, such training shall include: SED & New York State Center for School Safety (NYSCSS), *The Dignity for All Students Act: Tool for Training School Employees, Instruction, and Non-Instructional Staff* (Nov. 2024), available at <https://www.nyscfss.org/dignity-act-training-for-school-employees>, or the updated equivalent. It shall also include scenarios captured in: NYSED & NYSCSS, *The Dignity for All Students Act: Scenarios for Everyday Implementation* (Oct. 2025), available at <https://shorturl.at/iwR4n>, or the updated equivalent.

<sup>5</sup> Including NYSED & NYSCSS, *The Dignity for All Students Act: Professional Development for Dignity Act Coordinators* (2024), available at <https://www.nyscfss.org/pd-for-dignity-act-coordinators>, or the updated equivalent.

- d. For Dignity Act Coordinators, the Civil Rights Compliance Officer, and all other employees, all training required by Board of Education Policies 3420, 3421, 7550, 7551, and 7554; and
  - e. For all instructional staff, training in the New York State Culturally Responsive-Sustaining Framework.<sup>6</sup>
46. The Annual Training Program shall (1) list all trainings required by this Assurance, (2) identify the individual or groups of individuals (e.g., middle and high school students, all employees, Dignity Act Coordinators, Civil Rights Compliance Officer) who are required to take each training, (3) specify when each training will occur, and (4), where relevant, identify the Board of Education Policy under which a training is required.
47. The District shall review the Annual Training Program each summer during the term of this Assurance and shall make changes and improvements as appropriate.

#### **Student Perception Data Collection and Analysis**

48. At least once during the 2026–2027 and 2027–2028 school years, the District shall conduct a survey (“Annual Survey”) of students in grades 7–12 to collect perception data related to dignity, respect, and belonging, and shall include questions designed to inform the District about the prevalence of the types of conduct described in paragraphs (18)–(21). The Annual Survey shall include a section to solicit feedback from students on how to improve the Annual Survey going forward.

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<sup>6</sup> Training modules and toolkits for implementing the New York State Culturally Responsive-Sustaining Framework are available on SED’s website at <https://www.nysed.gov/crs/resources>.

49. During the second semester of the 2025–2026 school year, the District assembled a team, which includes a counselor, a social worker, and the principal for the Middle and High Schools, to develop an Annual Survey that meets the requirements of paragraph (48) and better serves the needs of District students.
50. The District shall provide a draft of the Annual Survey to OAG before July 31, 2026, and shall, upon OAG’s request, meet and confer about its contents and make any reasonable modifications OAG requests.
51. During the term of this Assurance, the District shall collect, aggregate, and analyze the results of the Annual Survey, providing, where appropriate, an average numeric value for each question for each grade surveyed (“Annual Survey Data”). The Annual Survey Data shall be made available to any student or parent at their request, and may, at the District’s discretion, be shared with all District students in grades 7–12 and/or all persons in parental relation to those students.
52. During the term of this Assurance, the District shall use the Annual Survey Data and any additional comments submitted by students to monitor and assess the school culture and make adjustments and improvements to existing programs, curricula, the Annual Training Program, and materials and protocols.
53. The District shall discuss the Annual Survey Data and trends during a student assembly, class meetings, or other appropriate forum for all students who participated in the Annual Survey at least once each school year during the 2026–2027 and 2027–2028 school years.

## **Curriculum**

54. The District, or a third party, shall review and revise existing curricula in all appropriate subject areas and, as appropriate, develop new lessons and units that comply with the requirements of 8 NYCRR § 100.2(c)(2) and the New York State Culturally Responsive-Sustaining Framework (“CR-S”).<sup>7</sup>
55. The District shall begin the process of implementing new curricula, where necessary, before July 31, 2026, and shall complete this process before the termination of this Assurance.

## **Belonging Initiatives**

56. **Students for Equality Club.** During the second semester of the 2025–2026 school year, the District consulted with students who were impacted by and/or concerned about the conduct alleged in this Assurance. As a result of those conversations, the District created the “Students for Equality” club (“SFE Club”), which provides a space where students can feel safe, supported, and respected; build a sense of community and belonging; develop leadership and advocacy skills; propose school initiatives to combat bullying, harassment, and bias and promote tolerance, dignity, and respect; and open regular channels of communication with the Dignity Act Coordinator and any other District employee with whom students in the group feel comfortable sharing their experiences, concerns, and proposals.

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<sup>7</sup> Helpful resources for implementing the CR-S Framework, including an implementation roadmap, professional development toolkits, and interactive training sessions for educators, can be found on SED’s website at the following web address: <https://www.nysed.gov/crs>.

57. The SFE Club shall be provided an opportunity to review the Annual Survey Data and make recommendations to the District based on that data.
58. In the second semester of the 2025–2026 school year, the SFE Club shall make a presentation on its activities to date and goals for the 2026–2027 school year to the District’s Board of Education. In the second semester of each year thereafter, starting in the 2026–2027 school year, the SFE Club shall make an annual report (“Annual SFE Club Report”) on the school environment, which may include proposals for continuing to promote tolerance, dignity, and respect. The Annual SFE Club Report will be presented to the District’s Board of Education and will be reported on at a board meeting each year.
59. Once each school year, the SFE Club shall hold a meeting which parents of SFE Club members are encouraged to attend to contribute to conversations and aid the District in achieving the SFE Club’s goals.
60. The District shall continue to provide meeting space(s) and reasonable funding that is commensurate with space allocations and funding for other student groups or clubs for the SFE Club, and shall ensure that student members of the SFE Club are consulted in the selection of, or allowed to select, a faculty advisor, consistent with the District’s policies and procedures for selecting faculty advisors.
61. If the District cannot reasonably accomplish the objectives and requirements in paragraphs (56)–(60) due to lack of student interest or support, that failure shall not be deemed a breach of this Assurance. However, the District shall meet-and-confer with OAG before discontinuing or materially altering the SFE Club during the term of this Assurance.

62. **Other opportunities for Student and Parent Involvement.** Throughout the term of this Assurance, the District may, as appropriate, create additional opportunities for students and parents to become involved in promoting a safe, respectful, and supportive environment for all students, and, specifically, in combatting bullying, harassment, and discrimination. The District shall endeavor through the SFE Club and conversations with parents to include parents in achieving the goals of this Assurance.
63. **Anti-Bias/Bullying/Harassment Program.** During the second semester of the 2025–2026 school year, the SFE Club worked with BOCES to develop recommendations for implementing either a District-wide anti-bias, bullying, and harassment program or such a program specific to the Middle and High Schools. By August 30, 2026, the District shall identify an anti-bias, bullying, and harassment program to be implemented for all students in grades 7–12 during the first semester of the 2026–2027 school year. All grades 7-12 students will participate in the program for, at a minimum, the remainder of the 2026–2027 school year and the 2027–2028 school year.

**Bullying, Harassment, and Discrimination Reporting Mechanism**

64. The District shall maintain its current reporting mechanism that allows for the anonymous reporting of alleged incidents of bullying, harassment, and discrimination. The District shall ensure that parents, students, and District employees are apprised of the District’s anonymous complaint-reporting mechanism.

### **Counseling Needs of Students**

65. The District shall offer counseling services in connection with bullying, harassment, and/or discrimination through a school counselor or, as appropriate, another District employee who has been identified by the impacted student as a trusted adult. If neither option is available or appropriate under the circumstances, the District shall assist such students and/or their parents in identifying third-party counseling, support, and/or mental health services, as appropriate. The District shall review and assess current practices regarding assistance to students who may be at risk due to repeated or severe bullying, harassment, and/or discrimination, including but not limited to the Dignity Act Protocol discussed in paragraph (31), and will modify counseling to these affected students as appropriate.
66. By no later than July 31, 2026, the District shall create a protocol for providing counseling services in accordance with the preceding paragraph (“Counseling Protocol”). The Counseling Protocol shall include procedures and guidance for the following:
- a. The circumstances under which counseling is proactively offered to a student;
  - b. The individual or individuals who determine whether counseling will be offered to a student;
  - c. How to determine on a case-by-case basis whether a trained counselor or other trusted adult will provide the counseling; and
  - d. How to determine the frequency and duration of counseling and whether counseling should be ended or extended.

### **OAG Review of Materials Prior to Implementation**

67. As soon as possible, and by no later than July 17, 2026, the District shall provide drafts of the following materials to OAG:
- a. The Dignity Act Protocol revised or created pursuant to paragraph (31), as well as the associated Counseling Protocol created pursuant to paragraphs (65)–(66);
  - b. Materials and protocols related to the Prohibition against Retaliation, if any, that were revised pursuant to paragraph (44), to the extent not included in the materials provided pursuant to paragraph (67)(a);
  - c. The Annual Training Program created pursuant to paragraphs (45)–(46); and
  - d. The Annual Survey revised or created pursuant to paragraphs (48)–(49).
68. If OAG determines that any of the materials and protocols submitted pursuant to paragraph (67) and its subparts do not meet the requirements of this Assurance in any material respect, OAG will notify the District, and the Parties will work together in good faith to revise the materials to meet the Assurance’s requirements in a manner that is acceptable to both Parties by July 31, 2026, unless the Parties agree to a reasonable extension of that deadline. Further, the District shall remain receptive to other reasonable suggestions OAG may make to improve materials and protocols and the processes they govern if the suggested modifications do not impose an undue administrative or financial burden on the District.

69. Any finalized materials and protocols that enter OAG's possession through this process may be excluded from the District's First Annual Report.

### **Compliance and Record Keeping**

70. Unless otherwise stated, all deadlines for compliance with the programmatic relief in paragraphs (31)–(66) may be extended by mutual written agreement of the Parties, upon written request by either Party at least two weeks prior to the relevant deadline.
71. During the term of this Assurance, the District shall notify OAG of any lawsuit or administrative complaint to a government entity other than OAG against the District or any of its personnel related to alleged bullying, harassment, and/or discrimination as part of its annual reporting obligations.
72. Throughout the duration of this Assurance, the District shall retain all documents created pursuant to this Assurance, including, but not limited to:
- a. Documents relating to complaints implicating the Dignity Act, the NYSHRL, and Section 40-c of the Civil Rights Law. These documents shall include complaint forms, investigative records and summaries, investigation notes, communications regarding a complaint and/or investigation, disciplinary recommendations, disciplinary records, and incident reports to the District, including annual reports to SED regarding Dignity Act incidents;
  - b. All newly created or revised materials and protocols, notifications, handbooks, and the revised Code of Conduct; and
  - c. The Annual Training Program, the Annual SFE Club Reports, Annual Surveys, and Annual Survey Data.

73. As part of this Assurance, the District shall cooperate with OAG in its efforts to monitor the District's compliance with this Assurance. Upon request by OAG, the District shall, within 30 days of OAG's request, provide OAG the opportunity to review all records, subject to the restrictions in paragraph (74), to ensure the District's compliance with this Assurance.
74. Documents requested by OAG that contain confidential and/or sensitive student information (e.g., personal information, family information, medical information, etc.) may be redacted by the District to preserve the confidential and/or sensitive student information. OAG understands and agrees that any confidential student records produced by the District must be maintained as confidential by OAG, as is required by District policy and the Family Educational Rights and Privacy Act and state law.

#### **Reporting and Disclosure Requirements**

75. **First Annual Report.** On or before August 14, 2026, except as otherwise stated in subpart (j) of this paragraph, the District shall provide OAG an annual report ("First Annual Report") containing the following documents and information, unless such documents are already in OAG's possession:
  - a. The Dignity Act Protocol created pursuant to paragraph (31), and associated Counseling Protocol created pursuant to paragraphs (65)–(66);
  - b. The revised Code of Conduct, including the plain-language version, or links to those documents, as revised pursuant to paragraphs (37)–(41);
  - c. The revised Student Handbooks or links to those documents, as revised pursuant to paragraph (43);

- d. Materials and protocols related to the Prohibition against Retaliation, if any, that were revised pursuant to paragraph (44), to the extent not included in the materials provided pursuant to paragraph (75)(a);
- e. The Annual Training Program created pursuant to paragraphs (45)–(46);
- f. The Annual Survey, as revised pursuant to paragraphs (48)–(49);
- g. A list or description of curricular changes implemented pursuant to paragraphs (54)–(55);
- h. Documents related to the formation and activity of the SFE Club pursuant to paragraphs (56)–(60);
- i. A completed copy of the Dignity Act Reporting spreadsheet, a copy of which is annexed to this Assurance as **Attachment C**, which reports on Dignity Act complaints from the second semester of the 2025–2026 school year; and
- j. By August 30, 2026, information or documents regarding the anti-bias/bullying/harassment program that will be implemented during the first semester of the 2026–2027 school year, pursuant to paragraph (63).

76. **Second and Third Annual Reports.** On or before July 31 in the years 2027 and 2028 (“Annual Report Deadline”), the District shall, for the prior school year, provide OAG an Annual Report containing the following documents and information:

- a. The Annual Training Program for the upcoming school year, pursuant to paragraphs (45)–(47);
- b. A completed copy of the Dignity Act Reporting spreadsheet (**Attachment C**) covering all Dignity Act complaints during the reporting period;

- c. Annual Survey Data from the last Annual Survey, pursuant to paragraphs (48)–(51);
  - d. A list or description of any curricular changes implemented pursuant to this Assurance since the last Annual Report, pursuant to paragraphs (54)–(55);
  - e. The Annual SFE Club Report presented to the Board of Education by the SFE Club for the reporting period, pursuant to paragraph (58); and
  - f. Any materials and protocols included in the First Annual Report that were materially modified or amended since the previous Annual Report, and any materials and protocols that were newly created during the reporting period pursuant to this Assurance.
77. All Annual Reports shall be submitted, at a minimum, in digital form by email to the email address in paragraph (92)(b).
78. If OAG determines that any of the materials included in an Annual Report do not meet the requirements of this Assurance in any material respect, OAG shall notify the District and identify reasonable steps the District may take to revise the materials to meet the Assurance’s requirements. The District will have 30 days from receiving notice of this type of issue to take such reasonable steps, unless the District requests a reasonable extension of time from OAG. OAG will grant any reasonable extension request unless OAG determines that doing so would result in significant harm to student safety and/or wellbeing.

### **Annual Report Conference**

79. At OAG's request, the Parties shall hold an annual meet-and-confer within 30 days of the deadline for the First Annual Report and any subsequent Annual Report Deadlines ("Annual Report Conference"), unless either Party requests a reasonable extension of time for holding the conference.
80. The Parties may meet at other times during the year at their discretion and will maintain open channels of communication to ensure a supportive and collaborative approach to achieving the shared goals memorialized in this Assurance.

### **PART FOUR: ENFORCEMENT**

81. In the event of a breach of this Assurance, OAG shall provide the District written notice of the breach, with a detailed written description of the circumstances of said breach, and thirty (30) days to cure said breach. The Parties agree to collaborate in good faith to address any alleged breach of this Assurance or concerns identified by OAG in the District's reporting pursuant to this Assurance.
82. Should OAG receive a Freedom of Information Law ("FOIL") request from anyone seeking District records related to this Assurance and/or the District's compliance with this Assurance, OAG shall provide notice and a description of the FOIL request to the District at least ten (10) business days before disclosure of any records.

### **Term of Assurance**

83. This Assurance shall begin on the Effective Date and terminate on July 31, 2028, unless OAG requests an Annual Report Conference after the 2028 Annual Report, in which case the Assurance shall terminate by or before September 30, 2028. The term of this Assurance may be extended by joint agreement of the Parties.

84. The Parties have agreed to the term of the Assurance with the shared understanding that the District began to implement the relief herein by the beginning of the second semester of the 2025–2026 school year.

**Effects of Assurance**

85. This Assurance has been reached by the Parties after settlement negotiations, and is not intended, and should not be construed, as an admission of liability by the District, and thus is not admissible in any proceeding involving third parties to prove liability for any claim, amount, or otherwise. This Assurance does not confer contractual or other rights on any third party.
86. Nothing contained herein shall be construed so as to deprive any person of any private right under law.
87. No Party may assign, delegate, or otherwise transfer any of its rights or obligations under this Assurance without the prior written consent of OAG.
88. Any failure by OAG to insist upon the strict performance by the District of any of the provisions of this Assurance shall not be deemed a waiver of any of the provisions thereof, and the Attorney General, notwithstanding that failure, shall have the right thereafter to insist upon the strict performance of any and all of the provisions of this Assurance to be performed by the District.
89. Any statute of limitations or other time-related defenses as to OAG are tolled from and after the Effective Date of this Assurance through its termination.
90. Any civil action or proceeding must be adjudicated by the courts of the State of New York, and the District irrevocably and unconditionally waives any objection based upon personal jurisdiction, inconvenient forum, or venue.

91. Evidence of a violation of this Assurance shall constitute prima facie proof of a violation of the applicable law pursuant to Executive Law § 63(15).

**Communications**

92. All notices, reports, requests, and other communications pursuant to this Assurance must reference Assurance No. 26-025, shall be in writing, and, unless expressly provided otherwise herein, shall be given by hand delivery, express courier, or electronic mail at an address designated in writing by the recipient, followed by postage prepaid mail (unless such requirement is waived by OAG), and shall be addressed as follows:

- a. If to the Frewsburg Central School District, to:

Office of the Superintendent  
26 Institute Street  
Frewsburg, New York  
14738-9590

- b. If to OAG, to:

Office of the Attorney General  
Civil Rights Bureau  
28 Liberty Street  
New York, New York 10005  
(212) 416-8333  
[Civil.Rights@ag.ny.gov](mailto:Civil.Rights@ag.ny.gov)  
c/o Benjamin H. Pollak

In his absence, to the person who serves as Chief of the Civil Rights Bureau (currently, Sandra Park).

93. Should the identity of the persons to whom notice should be directed change at any point, that information will be shared with all other persons designated to receive notice.

### **Representations and Warranties**

94. The Parties have agreed to the terms of this Assurance based on, among other things, the representations the Parties have made to each other and, in OAG's case, its interviews with witnesses and review of evidence provided by those witnesses. The District represents and warrants that neither the District nor its counsel has made any material representations to OAG that are inaccurate or misleading. If any material representations by the District or its counsel is later found to be inaccurate or misleading, this Assurance is voidable by OAG in its sole discretion.
95. No representation, inducement, promise, understanding, condition, or warranty not set forth in this Assurance has been made to or relied upon by the District in agreeing to this Assurance.
96. Upon execution by the Parties to this Assurance, OAG shall discontinue the instant investigation except as otherwise related to the enforcement of the terms of this Assurance.
97. The District represents and warrants, through the signatures below, that the terms and conditions of this Assurance are duly approved, and that execution of this Assurance is duly authorized.

### **General Principles**


98. Nothing contained herein shall be construed to limit the remedies available to OAG if the District violates the Assurance after its effective date.
99. This Assurance may not be amended except by an instrument in writing, signed on behalf of all the Parties.


100. In the event that any one or more of the provisions contained in this Assurance are for any reason held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability will not affect any other provision of this Assurance.
101. The District acknowledges that it has entered into this Assurance freely and voluntarily and upon due deliberation with the advice of counsel.
102. This Assurance may be executed in multiple counterparts by the Parties hereto. All counterparts so executed shall constitute one agreement binding upon all Parties, notwithstanding that all Parties are not signatories to the original or the same counterpart. Each counterpart shall be deemed an original to this Assurance, all of which shall constitute one agreement to be valid as of the effective date of this Assurance. For purposes of this Assurance, copies of signatures shall be treated the same as originals. Documents executed, scanned and transmitted electronically and electronic signatures shall be deemed original signatures for purposes of this Assurance and all matters related thereto, with such scanned and electronic signatures having the same legal effect as original signatures.
103. The Effective Date of this Assurance shall be May 22, 2026.

IN WITNESS THEREOF, this Assurance is executed by the parties hereto on May 22, 2026.

Dated: New York  
May 21, 2026


**FREWSBURG CENTRAL SCHOOL DISTRICT**

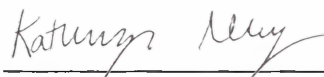
By:   
Lynda M. Quick, Esq.  
Interim Superintendent  
Frewsburg Central School District  
26 Institute Street  
Frewsburg, NY 14738

By:   
Michael LeBaron  
President  
Board of Education  
Frewsburg Central School District  
26 Institute Street  
Frewsburg, NY 14738

CONSENTED TO:  
Dated: New York, New York  
May 22, 2026

LETITIA JAMES  
Attorney General of the State of New York  
28 Liberty St.  
New York, NY 10005

By:   
Benjamin H. Pollak  
Assistant Attorney General  
Civil Rights Bureau

  
Kathryn C. Meyer  
Assistant Attorney General  
Civil Rights Bureau

# **Attachment A**

# Dignity for All Students Act

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The Dignity for All Students Act (“Dignity Act”) is a New York State law that seeks to provide all public-school students with a safe, respectful, and welcoming school environment by **prohibiting bullying, harassment, and discrimination**. Frewsburg CSD is committed to upholding the Dignity Act not only because it’s the law, but because we know our students can only achieve their full potential when they feel safe, respected, and supported.

Every member of our community has an important role to play in creating a positive learning environment for our students. **Show empathy and respect** for people of all backgrounds and identities. **Stand up and speak out** when you see bullying or disrespectful behavior. **Immediately report** bullying, harassment, or discrimination you experience or witness.

## There are several ways you can report bullying, harassment, and discrimination:

- ❖ Through our online [Dignity Act Incident Report Form](https://shorturl.at/rpvDA) (https://shorturl.at/rpvDA)
- ❖ By emailing, calling, or meeting with one of our **Dignity Act Coordinators**

For the Robert H. Jackson Elementary School: Principal Sarah Olson  
Phone: (716) 569-7031, Email: [solson@frewsburgcsd.org](mailto:solson@frewsburgcsd.org)

For the Middle School or High School: Principal Jennifer Armella  
Phone: (716) 569-7055, Email: [jarmella@frewsburgcsd.org](mailto:jarmella@frewsburgcsd.org)

- ❖ By reporting the incident to **any teacher or other District employee**

Anyone in our community, including parents and caregivers, can make a Dignity Act report. In addition, all District employees are Dignity Act **mandated reporters**. This means that they are legally required to report any incident of bullying, harassment, or discrimination they witness or learn about to their school’s Dignity Act Coordinator within one school day.

## How does the Dignity Act protect students?

The Dignity Act protects students by prohibiting bullying and harassment by students and District employees. The law also prohibits bullying, harassment, and discrimination because of a student’s actual or perceived:

- Race of skin color
- Ethnicity
- Nationality or country of birth
- Religion or religious practices
- Physical or intellectual disability
- Weight or body type
- Sexual orientation
- Sex or gender identity

## Where does the Dignity Act protect students?

The Dignity Act protects students from bullying, harassment, and discrimination **in school, anywhere on District property, on school buses, and at school-sponsored activities and events**, including field trips, athletic events, and extracurricular activities.

The Dignity Act also prohibits **cyberbullying** that causes physical or emotional harm to a student, makes a student feel unsafe at school, or makes it hard for a student to learn or participate in school activities. Similarly, it prohibits bullying and harassment **off school property** if those behaviors could be expected to create a substantial disruption at school.

In other words, our responsibility to help keep students safe does not end when the school day does.

## What are bullying, harassment, and discrimination?

**Bullying and harassment** refer to comments or actions that create a hostile environment at school, including threats, intimidation, abuse, and offensive or derogatory language.

**Discrimination** refers to unfair or unequal treatment of a person or group of people because of their actual or perceived race, skin color, weight, nationality, country of birth, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex.

**Cyberbullying** refers to bullying or harassment that happens on social media or through any other form of electronic communication, such as text messages, emails, and internet posts.

**Some examples of bullying, harassment, and discrimination** include the following behaviors, if they create a hostile environment at school for another student:

- Hitting, unwanted touching, and other harmful or offensive physical contact
- Threats, stalking, and intimidation
- Damaging or stealing a student's belongings to harass the student
- Teasing, insulting, taunting, or name calling
- Using slurs and other derogatory terms that refer to race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex
- Comments, jokes, pranks, songs, costumes, and other behaviors that mock, demean, or stereotype others because of their background, identity, or appearance
- Spreading hurtful rumors or intimate pictures of another student
- Shunning or excluding a student

## What happens after you report a Dignity Act incident?

One of our Dignity Act Coordinators will promptly and thoroughly investigate all reports of bullying, harassment, and discrimination. The investigation will include interviews with the individuals involved in the incident and any witnesses. It may also include a review of any other relevant evidence, such as video footage, social media posts, or documents.

If the investigation confirms that a violation of the Dignity Act occurred, we will take prompt action to:

- Immediately end the bullying, harassment, or discrimination and ensure that it does not happen again
- Protect the safety of any students harmed by the behavior
- Create a more positive school culture and climate

**Students who are responsible for bullying, harassment, or discrimination** will receive appropriate discipline and other interventions to help them learn and grow from their mistakes.

**Students impacted by bullying, harassment, or discrimination** will be provided appropriate resources, supports, and accommodations, such as school-based counseling services or a safety plan.

The Dignity Act strictly **prohibits retaliation** against anyone who makes a good faith report of bullying, harassment, or discrimination, or who assists us in investigating a report. If you believe you have experienced retaliation, report the incident through the [Dignity Act Incident Report Form](#) or by telling a Dignity Act Coordinator or any other District employee.

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You can learn more about the Dignity Act on the [New York State Education Department's website](#)<sup>1</sup> and in our Board of Education Policy # 7550.

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<sup>1</sup> <https://www.nysed.gov/student-support-services/dignity-all-students-act>

# **Attachment B**



# Frewsburg Central School

## Dignity Act Written Decision Parent/Guardian Notification Form (*Impacted Student*)

School: \_\_\_\_\_

Dignity Act Coordinator/Investigator(s): \_\_\_\_\_

Administrator Completing Form: \_\_\_\_\_ Today's Date \_\_\_\_\_

### 1) Impacted Student Information

Student Name: \_\_\_\_\_

Parent/Guardian Name(s): \_\_\_\_\_

Contact Info: Phone: \_\_\_\_\_ Email \_\_\_\_\_

Date complaint/report received: \_\_\_\_\_

Date(s) incident occurred: \_\_\_\_\_

Location(s): \_\_\_\_\_

### 2) Allegation Type (check all that apply)

- Harassment/Intimidation/Bullying
- Cyberbullying
- Discrimination based on actual/perceived protected characteristic(s)
- Hazing
- Retaliation (alleged or suspected)
- Other: \_\_\_\_\_

**3) Investigation Summary: The school completed an investigation consistent with district policy and Dignity Act requirements.** Information reviewed may have included (check all that apply):

- Student interview(s)
- Staff interview(s)
- Witness interview(s)
- Video review (if applicable)
- Documentation (emails/messages/screenshots)
- Classroom/supervision review
- Other: \_\_\_\_\_

**4) Determination/Outcome:**

- Substantiated:** The investigation found sufficient information to confirm the reported behavior occurred.
- Unsubstantiated:** The investigation did not find sufficient information to substantiate the reported behavior.
- Inconclusive/Unable to Determine:** Conflicting or insufficient information prevented a clear determination.
- Outside Dignity Act Scope:** Addressed under another policy/procedure.

**Brief summary of findings** (*Confidentiality Note:* In accordance with student privacy requirements, the school may be limited in sharing specific details regarding consequences for other student(s)):

**5) Actions Taken to Resolve the Complaint: (check all that apply) Support and protection for the target/reporting student:**

- Check-in/check-out with:
  - Counselor
  - Psychologist
  - Administrator
  - Other: \_\_\_\_\_
- Increased adult supervision/monitoring in: hallways, transition from physical education
- Schedule/seat change (as appropriate)
- Supportive counseling/social-emotional support
- Action plan developed/updated (see Section 6)
- Other supports: \_\_\_\_\_

**Please note: Your child was instructed on [WHEN/HOW CHILD WAS INSTRUCTED] that counseling is available in conjunction with the complaint. If school-based counseling services are not adequate or appropriate, the District shall assist you and/or your child in identifying third-party counseling, support and mental health services, as appropriate.**

**Corrective actions/interventions (non-disciplinary and/or restorative): (check all that apply)**

- Restorative conversation/conference (as appropriate)
- Education/intervention on expected behavior (individual/group)
- Parent/guardian contact completed
- Skill-building support
- No-contact directive (as applicable)
- Other: \_\_\_\_\_

**6) Safety/Monitoring Plan for Impacted Student (if applicable). Plan elements (check all that apply):**

- Staff informed on a need-know basis
- Identified safe adult(s):
- Safe location:
- Movement plan (hallways/arrival/dismissal):
- Lunch/recess/bus monitoring adjustments: \_\_\_\_\_
- Other: \_\_\_\_\_

**Follow-up date(s) scheduled:**

**7) Required Report if Behavior Reoccurs or Retaliation is Suspected. Parent/Guardian**

**Notice:** Your child was instructed on **WHEN/HOW CHILD WAS INSTRUCTED** to report immediately if any objectionable behavior occurs again or if there is any retaliation (including social retaliation, threats, online posts/messages, exclusion, or other adverse treatment).

**Please report immediately to (choose at least one):**

- Principal: \_\_\_\_\_ Phone/Email: \_\_\_\_\_
- School Counselor: \_\_\_\_\_ Phone/Email: \_\_\_\_\_
- Other: \_\_\_\_\_ Phone/Email: \_\_\_\_\_
- Anonymous reporting option:

<https://docs.google.com/forms/d/e/1FAIpQLSeiB4qHBU0ERvwk6re3pUIRqBiDVhmPMImx1xd4vfQVPV3b0g/viewform?pli=1>

**If there is an immediate safety concern, call 911**

# **Attachment C**

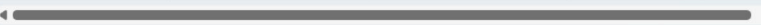
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
	Impacted student(s) (Use a unique identifier. If the same student is involved in multiple incidents, use the same identifier.)	Responsible student(s) (Use a unique identifier. If the same student is involved in multiple incidents, use the same identifier.)	Responsible employee(s) (Use a unique identifier. If the same employee is involved in multiple incidents, use the same identifier.)	Date of complaint	Source of complaint (targeted student, student witness, mandatory reporter, parent, etc.)	Date(s) of incident(s)	Date when investigation was initiated	Date when investigation was concluded	Provide a short narrative description of the incident(s).	List all protected statuses, if any, on which the incident was based (actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex).	Provide a short narrative or list of investigative measures taken and evidence reviewed.	Provide a short narrative or list identifying the discipline imposed and any remedial supports or resources provided to help the responsible student avoid repeating the behavior.	Provide a short narrative or list identifying the supports, resources, and protections provided to the impacted student.	Where appropriate, provide a short narrative or list identifying actions taken to address the harmful behavior on a school-wide basis, educate the student body, guard against future incidents of the same or similar nature, or improve the school climate.
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Verified Material Incidents

No Material Incident Found

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	Impacted student(s) (Use a unique identifier. If the same student is involved in multiple incidents, use the same identifier.)	Accused student(s) (Use a unique identifier. If the same student is involved in multiple incidents, use the same identifier.)	Accused employee(s) (Use a unique identifier. If the same employee is involved in multiple incidents, use the same identifier.)	Date of complaint	Source of complaint (targeted student, student witness, mandatory reporter, parent, etc.)	Date of alleged incident	Date when investigation was initiated	Date when investigation was concluded	Provide a short narrative description of the alleged incident.	List all protected statuses, if any, on which the alleged incident was based (actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, or sex).	Provide a short narrative or list of investigative measures taken and evidence reviewed.	Provide a short narrative explaining why it was concluded that a verified material incident had not occurred.
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