Have you experienced or seen an instance of bullying?

1. Contact the Dignity Act Coordinator at your school
   - **Allen Creek Elementary**
     Mike Biondi, Principal ................................. 267-1201
   - **Jefferson Road Elementary**
     Shawn Clark, Principal ................................. 267-1301
   - **Mendon Center Elementary**
     Richard Albano, Assistant Principal ............. 267-1404
   - **Park Road Elementary**
     Mark Balsamo, Principal ................................. 267-1501
   - **Thornell Road Elementary**
     Roger DeBell, Principal ................................. 267-1701
   - **Barker Road Middle School**
     Richard Vigdor, Assistant Principal ............. 267-1804
   - **Calkins Road Middle School**
     Michael Falzoi, Assistant Principal ............. 267-1903
   - **Mendon High School**
     Kelly Zielke, Assistant Principal ................. 267-1604
   - **Sutherland High School**
     Sumara Case, Assistant Principal ................. 267-1103

2. Fill out the Dignity for All Students Reporting Form
   - Go to the District website at www.pittsfordschools.org
   - Use the Departments tab to locate the Student Services page.
   - On the left-side navigation, click on Dignity Act and then Dignity for All Students Reporting Form.
   - Please fill out the form for the appropriate school or call your school’s Dignity Act Coordinator for assistance.

Helpful Resources

**Parents:**
- *Queen Bees and Wannabes and Masterminds and Wingmen*
  By Rosalind Wiseman

- *The Bully, the Bullied, and the Bystander: From Preschool to High School – How Parents and Teachers can Help Break the Cycle*
  By Barbara Coloroso

**Young Readers:**
- *Bully*
  By Patricia Polacco

- *Nobody Knew What to Do: A Story about Bullying*
  By Becky Ray McCain

- *Say Something*
  By Peggy Moss

**Pre-Teen and Teen Readers:**
- *Girls against Girls: Why we are Mean to Each Other and How we can Change*
  By Bonnie Burton

- *Everybody Sees the Ants*
  By A.S. King

For more details about the Dignity Act, please go to our website at www.pittsfordschools.org. Information is available on the Student Services page.

**District Dignity Act Coordinator**
Patricia Vaughan-Brogan, Ed.D.
585-267-1025
patricia_vaughan-brogan@pittsford.monroe.edu

"Knowing what’s right doesn’t mean much unless you do what’s right.”

– Theodore Roosevelt

Pittsford Schools
www.pittsfordschools.org
Three forms of bullying:

1. **Physical** (including, but not limited to, hitting, kicking, spitting, pushing, taking personal belongings)
2. **Verbal** (including, but not limited to, taunting, malicious teasing, name calling, making threats)
3. **Psychological** (including, but not limited to, non-verbal actions, i.e. giving dirty looks or aggressive stares; spreading rumors, manipulating social relationships; or engaging in social exclusion, extortion or intimidation)

**Normal Peer Conflict vs. Bullying**

<table>
<thead>
<tr>
<th>Normal Peer Conflict</th>
<th>Bullying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal power or friends</td>
<td>Imbalance of power; not friends</td>
</tr>
<tr>
<td>Happens occasionally</td>
<td>Repeated negative actions</td>
</tr>
<tr>
<td>Accidental</td>
<td>Purposeful</td>
</tr>
<tr>
<td>Generally not serious</td>
<td>Serious with threats of emotional or physical harm</td>
</tr>
<tr>
<td>Equal emotional reaction</td>
<td>Strong emotional reaction from victim and little or no emotional reaction from the bully</td>
</tr>
<tr>
<td>Not seeking power or attention</td>
<td>Seeking control, material things or power</td>
</tr>
<tr>
<td>Generally not trying to obtain something</td>
<td>Attempting to gain material things or power</td>
</tr>
<tr>
<td>Remorse – will take responsibility</td>
<td>No remorse – may blame victim</td>
</tr>
</tbody>
</table>

**Harassment and Bullying**

The Dignity Act defines harassment as the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse that has or would have the effect of unreasonably and substantially interfering with a student’s educational performance, opportunities or benefits, or mental, emotional or physical well-being; or conduct, verbal threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety.

Bullying, which is a form of harassment, is defined as “a variety of negative acts carried out repeatedly over time.” It is unwanted, aggressive behavior that involves a real or perceived power imbalance.

**Cyberbullying**

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or staff member by way of any technological tool, such as sending or posting inappropriate or derogatory email messages, instant messages, text or pager messages, digital pictures or images or website postings (including chat rooms or blogs).

**Cyberbullying has the effect of**

a) Placing a student in reasonable fear of physical, emotional or mental harm

b) Placing a student in reasonable fear of damage to or loss of personal property

c) Creating an intimidating or hostile environment that substantially interferes with a student’s educational opportunities