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The City of New York
Community Board 8 Manhattan
Youth, Education & Libraries Committee
Thursday, February 25, 2021 - 6:30 PM
This meeting was conducted via Zoom

Minutes:

CB8 Members Present: Taina Borrero, Peter Patch, Rami Sigal, Marco Tamayo, Brian Correia, Billy Freeland, Ed Hartzog

1. Workshop with the NYC Commission on Human Rights: 'Students for Human Rights'

The following points were covered in presentation:

- Goals:
 - Gain more knowledge about discrimination, harassment, and bullying
 - How to identify and respond to discrimination, harassment, and bullying
 - Provide tools and resources to combat discrimination, harassment, and bullying
 - Promote conversations in schools to address discrimination, harassment, and bullying
- What is the Commission? The Commission has units focused on the following:
 - Community Relations
 - Promotes equality, understanding, mutual respect
 - Works with schools, community groups, and faith communities
 - Educates the public, leads programs and campaigns, and hosts trainings and presentations
 - Law Enforcement
 - Accepts complaints and initiates investigations
 - Files Commission-initiated cases
 - Brings cases before the City's Office of Administrative Trials and Hearing and conciliates settlements
 - Office of Mediation and Conflict Resolution
 - Provides mediation services to facilitate resolution of cases filed with law enforcement
 - Cases are referred by law enforcement and all parties must agree to mediate
 - Independent from any other Commission office to ensure neutrality
 - Office of the Chair
 - Issues final decisions, orders, legal enforcement guidance, rules and regulations
 - Drafts policy and legislation
 - Engages in policy discussions with Commission stakeholders
- Guidelines for All of Us
 - Safe space
 - Respect always
 - Sharing is optional but encouraged
 - Engagement in activities
 - Ask questions
 - Active listening
 - Confidentiality

- Protections in a Public Accommodation
 - Race
 - Religion
 - Color
 - Age
 - National Origin
 - Alienage or Citizenship Status
 - Gender
 - Gender Identity
 - Sexual Orientation
 - Disability
 - Pregnancy
 - Marital Status and Partnership Status
 - Uniformed Service (Military Status)
- Additional Protections
 - Arrest or conviction record
 - Status as a victim of domestic violence, stalking, and sex offenses
 - Unemployment status
 - Caregiver Status
 - Credit history
 - Salary history (in NYC your salary history won't hold back your next salary)
 - Sexual and reproductive health choices
 - Pre-employment marijuana testing
- Additional Protections
 - Lawful occupation
 - Lawful source of income
 - The presence of children
 - Status as a victim of domestic violence, stalking, and sex offenses
- Public Accommodations - providers of goods and services to the general public are considered a public accommodation
 - Examples: Stores, Banks, Hospitals, Hotels, Theaters, Medical/dental offices, Government agencies, Schools, Restaurants, Hair salons, Taxis
- Schools as public accommodation - Educational institution includes kindergartens, primary and secondary schools, academies, colleges, universities, professional schools, extension courses, and all other educational facilities
- Did you know:
 - Nationally, what percentage of high school students are bullied in high school? 20%
 - Nationally, what percentage of high school students drop out of school due to bullying? 10%
 - In NYC schools, how many high school students are bullied? 20%
- The Need for a curriculum
 - Under the city's law, the DOE must report bullying
 - Over 4200 bullying complaints were reported across NYC schools in 2017
- Top Three Reasons for Bullying according to the Dignity for All Students Act Report, 2018...Bullying is becoming more prevalent
 - Race (268)
 - Ethnicity National Origin (167)
 - Gender Identify Expression (163)
- Reflecting to Learn - reflect on your definitions of discrimination, harassment, and bullying
- Bullying can be a human rights issue - NYC welcomes everyone - there is no place for bias in our city
- Hostile Educational Environment

- The school may be liable if there is a connection on the location where the bullying occurs or if it happens in a space considered a school setting.
- The school needs to have actual or constructive notice of the bullying
- If the bullying occurs outside a traditional school setting and it impacts the student in a school setting (cyberbullying, field trips, etc.)
- What are human rights?
 - Human rights belong to all human beings
 - They are based on the principle that we are all born equal in dignity and rights
 - Human rights are universal
- Discrimination - when a person, group or system excludes and/or treats others differently or unfairly because of characteristics such as gender, race, religion, and other protected classes.
- Harassment
 - Behavior that is unwelcome, unwanted, intimidating, and can take many forms.
 - It can be physical or verbal behavior that is offensive, embarrassing, threatening, or humiliating
 - May occur in the workplace, housing, or in public accommodations, such as schools
- Bullying
 - A pattern of behavior that is repeated over time to cause physical or emotional harm
 - It is deliberate and unprovoked
 - Involves an imbalance of power
 - In schools: Target students because of their actual or perceived race, color, national origin, ethnicity, citizenship/immigrant status, religion/creed, disability, sexual orientation, gender, gender identity, gender expression, or other protected categories
- Cyberbullying
 - The use of technology, such as computers and cellphones to inflict harm and target an individual
 - Individuals inflicting the cyberbullying can remain anonymous
 - Zoombombing
 - The difference between bullying and conflict
 - Conflict
 - A disagreement or argument in which both sides express their views
 - The behavior usually stops when one person realizes they are hurting another
 - Sometimes conflict can lead to bullying
 - Bullying
 - The intent of the behavior is to hurt, harm, or humiliate
 - The bully has more power such as bring more popular or physically stronger
- Impact of discrimination, harassment, and bullying
 - dropping out
 - Poor academic performance
 - Violence
 - Helplessness
 - Loss of interest in activities
 - Mental health
 - Types of discrimination, harassment, and bullying
 - Administration to student
 - Staff to student
 - Student to student
 - Electronic
 - Obstacles in addressing discrimination, harassment, and bullying
 - Lack of awareness of rights and resources
 - Lack of support from the community and/or school

- Personal safety
- What laws and policies protect students?
 - NYC Human Rights Law
 - State DASA - NYSED.gov
 - City DASA - NYC DOE
 - Respect for All
- You are not alone: other steps you or a witness can take:
 - Report to a teacher, a Respect for All coordinator, a guidance counselor, an assistant principal, a principal
 - Talk to a trusted person
 - Involve parents/guardian
 - Report the incident through the NYC DOE webpage: www.nycenet.edu/bullyingreporting
 - Write down who, what/where/when/why/description of every incident
 - Write down the dates you reported every incident, who you reported them to, and what action that person said they would take.
 - Submitting an online form at www.nycenet.edu/bullyingreporting
 - Emailing the Office of Safety and Youth Development (OSYD) at [respectforall@schools.nyc.gov](mailto:forall@schools.nyc.gov)
 - Contacting the United Federation of Teachers Hotline at 212-709-3222, Monday through Friday from 2:30-9:30 PM
 - If your issue involves gender-based harassment, contact our Title IX coordinator
- Reporting Protocol of DOE - what can I do if I suffered bullying harassment or discrimination?
 - Immediately report the incident to the school
 - The school principal must then investigate within 5 days of getting the report to determine whether there was bullying, harassment, or discrimination against you
 - The principal will determine whether the behavior is bullying, harassment, or discrimination
 - The parents of the students involved will be notified of the results of the investigation
 - The principal must take action so the behavior stops.
- Do you still need assistance?
 - Contact the Commission if you believe you have faced discrimination, and/or if you believe the school has failed to adequately respond or address your complaint of bias-based bullying
 - Call 311 and ask for Human Rights or our hotline at 212-416-0197
- Questions
 - How do you know it's working?
 - Influence on Trump's bullying behavior on students
 - How often are kids getting this type of presentation?
 - What's the magnitude of the problem?
 - Are schools hesitant to publish statistics?
 - 20% of NYC students are bullied, what about K-8?

2. Old Business – No old business

3. New Business – No new business

Taina Borrero, Peter Patch, and Rami Sigal, Co-Chairs