

## **1. A description of resources and support provided by the department to schools related to preventing and addressing sex- and gender-based discrimination and harassment, including relevant training:**

It is the policy of the New York City Department of Education (NYCDOE) to maintain safe and supportive educational and working environments that are free from sexual and gender-based discrimination and harassment. "Gender-based" means based on actual or perceived gender, gender identity, gender expression, sexual orientation, and/or conditions related to pregnancy or childbirth.

As described in greater detail below, Chancellor's Regulations A-830 (Anti-Discrimination Policy and Procedures for Filing Internal Complaints of Discrimination), A-831 (Student-to-Student Sexual Harassment), and A-832 (Student-to-Student Discrimination, Harassment, Intimidation and/or Bullying) set forth the NYCDOE policy and procedures to prevent and address sexual and gender-based discrimination and harassment. Aligned to Chancellor's Regulation A-832 and A-831, Respect for All (RFA) is NYCDOE's citywide program to promote respect for diversity and prevent bullying, intimidation, discrimination, and harassment, including sexual harassment. The NYCDOE Guidelines on Gender Inclusion outline gender-inclusive practices for schools to ensure equity and access, and the NYCDOE Guidelines to Support Transgender and Gender Expansive Students set forth best practices for supporting transgender and gender expansive students.

Furthermore, the NYCDOE is committed to ensuring that our schools are safe, secure, and orderly environments in which teaching and learning take place each day, whether in person in a school building or in a remote learning setting. To ensure that all children have the potential to learn and succeed in such environments, schools are expected to take a proactive role in nurturing students' pro-social behavior and use preventive, developmentally appropriate, and pedagogically sound approaches that address the real causes of inappropriate behavior, as well as reinforce positive behaviors through teachable moments. As described further below, these expectations are outlined in the Citywide Behavioral Expectations to Support Student Learning.

Finally, the NYCDOE continues to train and support schools regarding Title IX of the Education Amendments of 1972, a federal law which prohibits discrimination on the basis of sex in federally funded education programs and activities and protects NYCDOE students, parents, staff members, and applicants for employment.

In the 2019-2020 school year, the NYCDOE continued to provide resources and supports, as well as trainings and programs, for schools with respect to preventing, reporting, and addressing incidents of student-to-student discrimination, harassment, intimidation and/or bullying, including sexual and gender-based harassment. See the description of the NYCDOE supports, resources, trainings, and programs below.

### Supports and Resources

- At least one trained Sexual Harassment Prevention (SHP) liaison designated in every school to serve as a resource to students and staff to prevent and address student-to-student sexual harassment, as required by Chancellor's Regulation A-831 described further below
- At least one trained RFA liaison designated in every school to serve as a resource to students and staff to prevent and address student-to-student gender-based discrimination, harassment, intimidation and/or bullying, as required by Chancellor's Regulation A-832 described further below

- The Online Complaint Reporting System for parents, students, and other individuals (other than staff) to submit complaints of student-to-student discrimination, harassment, intimidation and/or bullying, including sexual harassment
- RFA resource page for families with resources to prevent and report student-to-student bullying, intimidation, discrimination, and harassment, including sexual harassment
- RFA resource page for all school staff to provide in-depth information about student-to-student bullying, intimidation, discrimination, and harassment, including sexual harassment, incorporating:
  - Related Chancellor’s Regulations, staff implementation guides, resources for parents (in multiple translations), and lesson plans
  - Extensive training materials on RFA for all school staff, including non-instructional staff
  - Grade-level instructional materials for schools, complete with guidance for teachers and school staff to deliver training on student-to-student sexual harassment to students, which are customized to be developmentally appropriate for elementary, middle, and high school students
- Ten copies of three types of school posters provided to all schools, which are required to be posted conspicuously for students and parents to see and which contain information about:
  - Sexual harassment prevention and the contact information of the school’s SHP liaison
  - RFA and the contact information of the school’s RFA liaison
  - LGBTQ+ support and the contact information of the school’s RFA liaison
- Listing of RFA and SHP liaisons on the school website
- Monthly emails to all SHP liaisons with resources—including upcoming trainings, online lesson plans, and trainings and workshops from the NYCDOE and community-based organizations
- Ongoing, targeted support to schools, when needed, to address incidents of sexual harassment and provide best practices for sexual harassment prevention, gender inclusion, and support for transgender and gender expansive students
- Ongoing resources and supports for schools provided by the NYCDOE Title IX Coordinator and assigned district Title IX Liaisons related to sexual harassment prevention and Title IX compliance, including:
  - Guidance to schools on Chancellor’s Regulations A-740, A-830, A-831, and A-832, as described in detail further below
  - Consultation, technical assistance, and information regarding Title IX requirements, complaints, and compliance
  - Guidance to SHP liaisons and school administrators on addressing and preventing sexual and gender-based harassment and discrimination
  - Guidance to school administrators in responding and investigating specific Title IX incidents, including:
    - Assistance with investigation procedures
    - Information on how to evaluate evidence and reach a determination
    - Development of support plans for students
    - Development of appropriate interim remedial measures so that all students involved have a safe environment and access to education programs and activities, in addition to the:
      - Development of interim remedial measures for staff
  - As needed, support schools with their school-based investigations of A-831 (student-to-student sexual harassment) or A-832 (gender-based harassment or discrimination)

- complaints by reviewing complaint and incident reports and corresponding with SHP liaisons and school administrators
  - Information to staff members, students, and families on Title IX matters
  - Title IX brochures for distribution at Title IX trainings and workshops
  - NYCDOE Title IX resource webpages for families and school staff
- Mental health care resources for students and school staff
- Strategic guidance to schools from their respective Borough Citywide Office (BCO), including the designation of at least one dedicated School Climate Manager for each school, regarding:
  - The investigation and reporting of complaints and allegations of discrimination, harassment, intimidation, and/or bullying
  - Development and maintenance of data analysis and practices to ensure supportive, positive school climate and culture
  - Monthly school data reports and targeted supports and interventions
- LGBTQ+ curriculum resources to schools, allowing students who are not LGBTQ+ to see the experiences of their LGBTQ+ peers and providing a reflection for LGBTQ+ students to see their identities affirmed in schools, including:
  - LGBTQ+ history, reading books by LGBTQ+ authors, and sexual health curriculum inclusive of all identities
- Gender and Sexuality Alliances (GSAs), student clubs that provide opportunities for students and staff to be allies, discuss issues related to sexual orientation and gender identity and expression, work to end harassment and/or discrimination for LGBTQ+ students, and engage other allies, including parents, for support
- GSA liaisons for schools to help ensure students are aware of their rights, as outlined in the various NYCDOE policies described below and help address their needs
- Additional guidance to schools for investigating and supporting students involved in incidents of discrimination, harassment, intimidation, and/or bullying that take place during remote learning

### Trainings and Programs

- Trainings for school-based SHP liaisons and other school staff on prevention, intervention, resolution, and reporting of sexual and gender-based discrimination and harassment, as required by Chancellor's Regulations A-831 and A-832, and including the Guidelines on Gender Inclusion, and Guidelines to Support Transgender and Gender Expansive Students (all described further below), and sexuality, consent, intersectionality, trauma-informed care, and resources:
  - A full-day Student-to-Student Sexual Harassment Staff Training for SHP liaisons, which included small group sessions
  - A virtual Sexuality, Women, and Gender (SWAG) Instructional Equity Conference to school staff with workshops by community-based organizations on the topics of building affirming environments, school-based GSAs, LGBTQ+ representation in books, gender justice, and Title IX
  - Training on Student-to-Student Sexual Harassment and Gender Inclusion to school staff, including topics on gender identity, sexual orientation, and affirming pronoun usage
  - Small group sessions in a full-day training, in partnership with Hetrick-Martin Institute
  - The first-ever Consent and Relationships Education (CARE) Conference for school staff, with workshops by community-based organizations on the topics of consent, healthy relationships, gender equity, and anti-discrimination

- Trainings on dating abuse to social workers and School Response Clinicians, in partnership with Day One NY, with tiered workshops on technology, safety, healthy relationships, and testimonials from survivors of dating abuse
- A gender equity presentation to school counselors, in partnership with the New York City Department of Correction's LGBTQ+ Initiatives, with additional topics on the school-to-prison pipeline and childhood adultification (practices when youth are prematurely, and often inappropriately, exposed to adult knowledge and assume adult roles)
- Anti-bullying training modules for supportive and inclusive learning environments for all school staff, including:
  - RFA Conversations, an online training available to all school staff and administrators to develop best practices on maintaining safe and inclusive learning environments
  - Trainings for students, aimed at empowering them to become allies rather than bystanders
  - Training materials and resources to address bullying, harassment, and biased-based behavior
  - Training addressing system enhancements and policy changes outlined in Chancellor's Regulation A-832 (school polices about student-to-student discrimination, harassment, intimidation and/or bullying, including sexual harassment)
    - Note: In the 2019-2020 school year, all principals confirmed that their schools met training requirements pursuant to Chancellor's Regulation A-831 and A-832.
- Title IX training for school-based staff, with a focus on understanding Title IX, learning to identify gender discrimination, gender harassment, sexual harassment, and sexual violence, and the reporting responsibilities and procedures required in Chancellor's Regulations A-740, A-830, A-831, and A-832, and the NYCDOE Guidelines on Gender Inclusion:
- Training to school staff on LGBTQ+ inclusion to create safe and respectful environments and to help students develop the knowledge and skills to treat others with respect and know their rights, including:
  - Parents and Friends of Lesbians and Gays (PFLAG) Safe School Training
  - Live Out Loud GSA Training
  - LGBTQ+ inclusion opportunities and in-person and virtual events for students, parents, and school staff, such as the NewFest Film Festival, Stonewall Inn Tours, Virtual GSA Summit, and Lambda Literary Writers in School Project
  - Within the context of supporting required comprehensive Health Education instruction:
    - Training for school staff for the OUT for Safe Schools® campaign, a national initiative that supports school-based staff to build affirming environments for LGBTQ+ students and then visibly identify as trusted adults to LGBTQ+ students
    - The OUT for Safe remote learning webinar for school staff to identify strategies to become effective Remote Upstanders for LGBTQ+ students, create LGBTQ+ affirming environments during remote learning, and maintain GSAs via online learning platforms with age-appropriate online resources for students
    - Workshop on middle and high school health education and classroom strategies to creating LGBTQ+ affirming schools
- The New York City Sexual Harassment Prevention Training for all full-time DOE employees is designed to help identify and define sexual harassment and understand how to best prevent it. All full-time DOE employees must complete this online training annually.
- Online behavior and digital citizenship curriculum and training for educators, as part of the requirements outlined in the Children's Internet Protection Act

- Targeted social-emotional and restorative curriculum resources and training for approximately 600 middle and high schools and approximately 230 elementary schools
- Implicit bias and culturally responsive practices trainings to examine and to confront bias-based beliefs in school staff that can lead to inequitable decisions and outcomes, including sex- and gender-based bias and discrimination
  - Implicit bias workshops to all NYDOE employees, including Implicit Bias and Culturally Responsive Environments (IBCRE) initiative for NYCDOE Central employees

**2. A description of the department’s policies and procedures for preventing and addressing sex- and gender-based discrimination and harassment and for investigating allegations of sex- and gender-based discrimination and harassment:**

Below are the NYCDOE’s relevant policies regarding preventing and addressing, as well as investigating allegations of, sex- and gender-based discrimination and harassment.

- [Chancellor’s Regulation A-831](#) prohibits student-to-student sexual harassment, and sets forth reporting, investigative, notification/training, and follow-up procedures for student-to-student sexual harassment. This Regulation also includes the definition of student-to-student sexual harassment.
- [Chancellor’s Regulation A-832](#) prohibits student-to-student discrimination, harassment, intimidation, and/or bullying, and sets forth reporting, investigative, notification/training, and follow-up procedures for such behavior. This Regulation also includes the definitions of these behaviors.
- The [Guidelines on Gender Inclusion](#) prohibit inappropriate gender segregation and set forth best practices and rules for implementing gender-inclusive dress codes, choruses, student clubs, health classes, physical education, vocational classes, non-vocational classes and extracurricular activities, school-based practices, and facilities.
- The [Guidelines to Support Transgender and Gender Expansive Students](#) set forth best practices for supporting transgender and gender expansive students, and include information on terminology, names and pronouns, student records, privacy, harassment and discrimination, medical records, sports and physical education, restrooms and locker rooms, and curriculum.
- [Chancellor’s Regulation A-830](#) sets forth the NYCDOE’s Anti-Discrimination Policy and establishes internal review procedures for employees, applicants for employment, parents, students, and others who do business with the NYCDOE, use NYCDOE facilities or otherwise interact with the NYCDOE who wish to file complaints of unlawful discrimination or harassment by NYCDOE employees based on a protected classification (e.g., gender or sexual orientation), or retaliation based on such complaints. This Regulation includes the definitions of sexual and gender-based discrimination and harassment and the procedures for investigating allegations of this type of misconduct.
- The [Citywide Behavioral Expectations to Support Student Learning \(including the Discipline Code\)](#) provide descriptions of conduct that meet the standards of behavior expected of NYCDOE students, and it also outlines conduct that does not meet these standards. All members of the

school community—students, staff, and parents—must know and understand these standards of behavior, as well as the appropriate responses, if these standards are not met. It also includes:

- Ranges of supports and interventions to promote positive behavior and permissible disciplinary responses that schools may use to address misconduct; and
  - The [K–12 Student Bill of Rights and Responsibilities](#), which promotes responsible student behavior and an atmosphere of dignity and respect by establishing guidelines to help students strive to become productive citizens in a diverse society.
- [Chancellor’s Regulation A-443](#) sets forth the disciplinary procedures for all students, whether in general or special education. It outlines how school staff must conduct investigations of student misconduct and take appropriate follow-up action.
  - [Chancellor’s Regulation A-740](#) sets forth the NYCDOE’s commitment to ensuring that pregnant and parenting students are provided with the programs and services that will allow them to remain and to participate fully in school, consistent with applicable laws and NYCDOE policy.
  - [Employee Lactation Accommodation Policy](#) sets forth the NYCDOE’s commitment to creating and sustaining an inclusive work environment for all of its employees, including by accommodating employees who need to express breast milk at work.
  - [Internet Acceptable Use Policy](#) governs all electronic activity of users using and accessing the NYCDOE’s Internet systems, including NYCDOE email and NYCDOE-provided access to the Internet. It applies to the use of the NYCDOE Internet Systems both on and off NYCDOE property.
  - [Digital Citizenship including Social Media Guidelines](#) outlines the responsibilities of parents, students, and teachers in digital citizenship.

**3. A description of the department’s organizational structure, including but not limited to, job titles and contact information, for central and borough employees whose work is related to preventing and addressing sex- and gender-based discrimination and harassment, in total and disaggregated by borough:**

**c. No information that is required to be reported pursuant to this section shall be reported in a manner that would violate any applicable provision of federal, state or local law relating to the privacy of personal information or that would interfere with law enforcement investigations or otherwise conflict with the interests of law enforcement.**

Multiple offices within the NYCDOE are dedicated to both preventing and addressing sexual and gender-based discrimination and harassment.

The Office of Safety and Youth Development (OSYD) ensures that New York City’s public schools are equipped to provide all students with safe, respectful, and inclusive learning environments that support students’ well-being, academic achievement, and social growth. OSYD works with BCOs and schools to:

- Take a proactive role in nurturing students’ pro-social behavior by providing youth development and student support services, such as social-emotional learning training and curriculum,

restorative practices, anti-bullying resources, LGBTQ+ and gender equity supports, crisis intervention, gang prevention supports, and progressive discipline

- Promote respect for diversity
- Establish and implement integrated safety, school climate, and counseling policies and practices

The Office of Equal Employment Opportunity (OEO) works to ensure that work and school environments are free from any form of unlawful discrimination, including sexual harassment. OEO takes a proactive role to prevent discrimination throughout the agency by regularly conducting anti-discrimination and sexual harassment prevention trainings for staff and supervisors. OEO:

- Promotes a progressive diversity and inclusion program for achieving a representative workforce
- Ensures that employees and students are aware of the NYCDOE's Anti-Discrimination Policy and procedures to report allegations of discrimination and/or sexual harassment
- Provides a prompt, fair, and impartial review and adjudication of discrimination complaints

The Office of School Health (OSH) Nursing Program is a combined program of the NYCDOE and the New York City Department of Health and Mental Hygiene (DOHMH). The mission of OSH is to promote the physical, emotional, social and environmental health of students enrolled in public and nonpublic schools in New York City and to support schools in promoting equity and inclusion. OSH aims to foster the academic potential of children by improving their health and advocating for the health and well-being of the children and adolescents of New York City. Medical Room Nurses provide resource, education, referral and support to students.

The Office of School Wellness Programs (OSWP) supports Health and Physical Education as critical components of the NYCDOE's vision to educate the whole child and ensure that school communities foster wellness for all students. OSWP offers a variety of complementary programs for schools that:

- Advance and reinforce Health and Physical Education;
- Support the NYCDOE Wellness Policy; and
- Engage parents, students, school staff, and key stakeholders to promote a healthy school community.

Through a Comprehensive School Support strategy for school improvement, the Office of First Deputy Chancellor, including the Borough/Citywide Teams, strives to empower schools with high quality, tiered, supports anchored in strategic action plans that accelerate student learning, to support schools' unique needs equitably and build schools' capacity to independently engage in a cycle of continuous improvement in order to:

- Identify the needs of their school communities,
- Develop Comprehensive Education Plans to address unique needs
- Align strategies to the school improvement framework
- Engage in regular monitoring to assess the impact of their plan
- Continuously adjust their plans
- Advance Equity

See information below for central and borough employees whose work is related to preventing and addressing sex- and gender-based discrimination and harassment, in total and disaggregated by borough.

NYCDOE Office	Name	Job Title	Email Address	Role
Office of Safety and Youth Development	Kimberly Shannon	Gender Equity Coordinator	Respect ForAll@schools.nyc.gov	<ul style="list-style-type: none"> <li>Advise, train, and offer support to schools and offices on Chancellor’s Regulation A-831, Guidelines on Gender Inclusion, and Guidelines to Support Transgender and Gender Expansive Students</li> </ul>
	Eric Vaughan	Manager of LGBTQ+ Programs	LGBTQ@schools.nyc.gov	<ul style="list-style-type: none"> <li>Advise, train, and offer support to schools and offices regarding LGBTQ+ programs, Guidelines on Gender Inclusion, and Guidelines to Support Transgender and Gender Expansive Students</li> </ul>
	Jolan Nagi, Brendan Lang, Stefan Bilanych	Director of Youth Support Services, Program Manager and Bullying Complaint Coordinator	Respect ForAll@schools.nyc.gov	<ul style="list-style-type: none"> <li>Conduct Citywide RFA Trainings for RFA liaisons</li> <li>Respond to Citywide Bullying Complaints</li> <li>Oversee the NYCDOE’s response to all bullying and harassment complaints arising under Chancellor’s Regulation A-832</li> <li>Identify and address any patterns or systemic issues revealed by bullying and harassment complaints</li> </ul>
Office of Equal Opportunity and Diversity Management	Laura Brantley Matthew Riordan Sobia Mahmood Dylan Gordon, Cherisse Keller, Deborah Wollenberg, Bellone Pierre-Canel, Barbara Namani,	Executive Director Deputy Director Title IX Coordinator Title IX liaisons for: Bronx, Brooklyn North, Brooklyn South, Manhattan, Queens North, Queens South, Staten Island	Title_ix_inquiries@schools.nyc.gov	<ul style="list-style-type: none"> <li>Oversee the NYCDOE’s response to all complaints arising under Chancellor’s Regulation A-830 and Title IX</li> <li>Identify and address any patterns or systemic issues revealed by discrimination and sexual harassment complaints</li> <li>Conduct and review Title IX investigations and outcomes</li> <li>Coordinate and review supportive measures</li> <li>Ensure that any disciplinary actions have been implemented</li> <li>Conduct corrective action trainings for staff</li> <li>Provide training and support to staff on Title IX issues</li> </ul>



	Deborah Wollenberg, Cherisse Keller, Michael Jen			<ul style="list-style-type: none"> <li>Promote an educational and employment environment which is free of sex discrimination and gender bias</li> </ul>
Office of School Health Nursing Program	Gail Adman	Director of Nursing Services		<ul style="list-style-type: none"> <li>Overall responsibility for the implementation and oversight of nursing services for children and adolescents receiving nursing support through over 1,800 public and non-public schools throughout New York City.</li> </ul>
Office of School Wellness Programs	Tori Kass, Sarah Cocuzzo	Senior Director of Instruction and Program Development, Director of Health Education	wellness@schools.nyc.gov	<ul style="list-style-type: none"> <li>Oversees the Office of School Wellness Programs instruction, curriculum, professional learning work to support teachers and administrators across the system in providing inclusive, quality, comprehensive Health Education that meets State and City requirements</li> </ul>
Borough Citywide Office (BCO)	Stephanie Saunders, Denise Shira, Donna Brailsford, Julie Mchedlishvili, Iris Cordero, Veronica Pichardo, Pasquale Sabatino Stu Chasabenis, Gregg Yancovitch, Edwin Hankerson, Ty Belthrop, Deb Cimini, Tierra Donaldson, Carmen Felix, Andrea Lawrence, Santi Taveras, Frank Gaimo, Janet Vasquez,	Borough Citywide Office Directors of Student Services and Guidance/Crisis/Culture and Climate Managers for:  Manhattan, Queens North, A.C.C.E.S.S. Citywide (Alternative & Adult Education; Citywide Transfers and Consortium High Schools; Co-op Tech; Evening, International, & Outward Bound Schools; Student Parent Support & Early Childhood Education;	officeofthefirstdeputychancellor@schools.nyc.gov	<ul style="list-style-type: none"> <li>Provide ongoing support, training, and trend analysis for schools regarding student services and school climate, including: <ul style="list-style-type: none"> <li>Investigating and reporting of complaints and allegations of discrimination, harassment, intimidation, and/or bullying</li> <li>Developing and sustaining systems to ensure supportive, positive school culture</li> </ul> </li> </ul>

	Gerry Menegatos, Tatiana Manrique, Rachelle Lewis, Tye Chin, Steven Strull	Support for All Students), Brooklyn South, Bronx, Queens South, Staten Island, Brooklyn North		
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