



School Policy on Bullying and Harassment

St. Brigid/Our Lady of Hope Catholic School aims to foster an educational setting wherein all students are treated with respect and dignity. Our school policy has been updated to comply with the Jack Reid Law, which was enacted on January 6, 2026. Further, we are committed to providing a positive, safe and supportive learning environment where students are free from bullying, harassment and discrimination. “Harassment” and “Bullying” are the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that (a) 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 (b) reasonably causes or would reasonably be expected to cause a student to fear for his or her physical safety; or (c) reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or (d) occurs off school property and creates or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property. Acts of harassment and bullying shall include, but not be limited to, those acts based on a person’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex. For the purposes of this definition the term “threats, intimidation or abuse” shall include verbal and non-verbal actions.

“Cyberbullying” shall mean harassment or bullying as defined above, where such harassment or bullying occurs through any form of electronic communication.

At our school, we acknowledge that bullying and other forms of harassment or discrimination are disruptive and harmful to our students. Because bullying and other forms of harassment or discrimination are detrimental to our learning environment, our sense of community, and an individual’s well-being, we do not and will not condone bullying, harassment or discrimination of any kind and strictly prohibits all forms of bullying, harassment and discrimination by employees or students on school property or at school functions, regardless of whether they are conducted on the premises of school grounds.

Any student who believes that he or she is being bullied, harassed or discriminated against, or who has knowledge of bullying, harassing or discriminating behavior should report it. Students may make oral or written reports of the bullying, harassment or discrimination to any staff member. All school personnel are responsible for taking action if they become aware of any bullying, harassment or discrimination against a student.

Staff members must make an “oral report” promptly of all complaints of bullying, harassment, and discrimination that they receive from students or others, whether oral or written, as well as any instances of bullying, harassment or discrimination that they are aware of, to the Principal (or designee) not later than one school day after receipt of a report or witnessing an incident and must file a written complaint form with the Principal of the school when the incident occurred not later than two school days after making the oral report.

Bullying, harassment or discrimination which involves criminal activity, or where there is reasonable belief that criminal activity may occur, must be immediately reported directly to the Principal. If the Principal of the school believes that any harassment, bullying or discrimination constitutes criminal conduct, he/she shall promptly notify the appropriate local law enforcement agency.

To the extent possible, allegations of bullying, harassment or discrimination will be kept confidential; however, we reserve the right to disclose the identity of the parties and witnesses in appropriate circumstances to individuals with a need to know. The Principal will supervise the investigation of all reports of harassment, bullying and discrimination and will ensure each investigation is completed promptly after receipt of any written report.

All reports of bullying, harassment or discrimination will be thoroughly investigated and prompt action will be taken by the school to address the verified allegations, including the imposition of appropriate disciplinary measures. Actions will be reasonably calculated to end the harassment, bullying or discrimination, eliminate any hostile environment, create a more positive school culture and climate, prevent recurrence of behavior, and ensure the safety of the student(s) against whom the bullying, harassment or discrimination was directed. Actions shall be consistent with school guidelines and in accordance with our Student Handbook.

In accordance with state law, the Principal has designated specific staff members to be designated “Coordinators.” The names and contact information of the Coordinators shall be disseminated in accordance with state law. Any staff member, parent, or student may report incidents of bullying by completing a complaint form or by contacting a coordinator directly. A student may also report an incident by contacting any teacher or staff member, who will ensure the information is shared with the appropriate individuals.

We will maintain current versions of this policy on our website. Additionally, at least once during each school year, we will provide school employees, students, and parents with a written or electronic copy of this policy, including the notification process by which students, parents and school employees may report harassment, bullying and discrimination.

The law was passed as Senate Bill S4544 / Assembly Bill A5403A and signed into law (Chapter 480) on October 23, 2025. (New York State Senate).

This school policy was adopted on: January 6, 2026.