

Exhibit 1

I. Introduction

The District will take action, in accordance with Title VI, its implementing regulations, and the United States Department of Education Office of Civil Rights (“OCR”) Guidance, to eliminate and prevent future instances of anti-Semitic harassment in its education programs and activities. To accomplish this, the District agrees to make all necessary and appropriate revisions to its harassment policies, appropriately and immediately respond to all conduct that may constitute anti-Semitic harassment, ensure it fully investigates reported and observed conduct that may constitute anti-Semitic harassment, escalate remedial efforts by instituting additional measures when students are harassed on a repeated basis, and mitigate the effects of harassment that occurs. The District will also take proactive measures to address anti-Semitic incidents and issues in the school climate that have arisen or may arise from and/or contribute to a hostile educational environment.

II. District Policies and Procedures

- A. By January 1, 2016, the District will review and revise its policies regarding discrimination, bullying and anti-harassment to ensure that the District’s policies cover anti-Semitic harassment. The policies to be reviewed will include: Policy 3420 – Non-discrimination and Anti-harassment Policy in School District; Policy 7552 – Bullying, Peer Abuse in the Schools and Policy 7554 – Dignity for All Students Act; and the District’s Code of Conduct. See Attachment A for current policies.
- B. In reviewing its policies regarding discrimination, bullying and anti-harassment, the District will ensure that the policies include the following:
 1. specify that all harassment, including anti-Semitic harassment, is prohibited in the District;
 2. include examples of the types of harassment prohibited by the District’s policies, including specific examples of prohibited anti-Semitic harassment;
 3. include a zero indifference provision to address name-calling and bullying;
 4. include a provision regarding the No Place for Hate Committee (See Section III);
 5. require that District personnel promptly and thoroughly investigate, address and respond appropriately to harassment incidents in accordance with Title VI, its implementing regulations, and OCR Guidance, whether reported, observed, or brought to the District personnel’s attention by any other means. (See Section VI);
 6. require that District personnel promptly photograph and completely remove

all anti-Semitic graffiti located on any school property;

7. publicize to students and families the job description, contact information, including address, phone number and e-mail, for the District's Title VI Coordinator (See Section VII);
8. notify the parent(s)/guardian(s) of the harassed student(s) and the harassing student(s) of all incidents of anti-Semitic harassment reported to or observed by District personnel in the middle schools and high school;
9. provide for the establishment and enforcement of meaningful, consistent, minimum consequences for all anti-Semitic and other forms of harassment and for consequences to increase in severity for repeated harassment, such that the minimum consequence is an age-appropriate detention and an educational component (essay, apology, etc.);
10. require that the District report and track all harassment incidents in accordance with VADIR and OCR/CRDC requirements;
11. provide that the District implement a system for reporting and maintaining records of complaints, records of investigations and responses to allegations of harassment, including providing a code for anti-Semitic harassment, requiring that each act of anti-Semitic harassment be reported as such, and tracking and keeping annual statistics of the total number of anti-Semitic incidents occurring each school year, by school and grade;
12. require professional development regarding the policies listed in Section II; and
13. provide, at the beginning of each school year, for the dissemination of a letter to the parents of all District students explaining that bullying and harassment, including anti-Semitic harassment, will not be tolerated in the District and explaining the applicable guidelines and minimum and maximum disciplinary consequences (up to and including long-term out of school suspension) for such conduct.

III. No Place for Hate Committee

A. Establishment of No Place for Hate Committee

During the 2013-14 school year, the District established the No Place for Hate Committee which continued to meet in the 2014-15 school year. The Committee will continue to operate for the 2015-16 school year and the No Place for Hate Committee or a similar committee will continue to operate in subsequent school years. The purpose of the No Place for Hate Committee is to assist the Pine Bush school community in developing: a deeper understanding

of how the District is addressing bias, discrimination, bullying, intimidation and harassment and the skills, knowledge and awareness regarding prejudice and bias that are necessary to promote and sustain a culture of understanding and respect among students, staff, parents and community in our school district.

B. Membership of No Place for Hate Committee

The District solicited membership for the No Place for Hate Committee from all of the buildings in the District and from the community. The Committee is led by the Superintendent or designee and is composed of a Board member, teachers and administrators from all schools in the District and a community member.

C. Development of Annual Plan

During the 2013-14 school year, the No Place for Hate Committee developed a plan to be implemented during the 2015-16 school year. See Attachment B. The plan is considered a “living document” that can be revised and updated during the 2015-16 school year and in subsequent school years. The plan has 3 key goals:

- Student Goal: “To develop a comprehensive, consistent and coordinated student education plan that will promote diversity and prevent bullying for all students within the seven schools of the Pine Bush Central School District.”
- Staff/Teacher Goal: “To help all adults within the Pine Bush Central School District community recognize bias and the harm it inflicts on individuals and society; explore the value of diversity; improve intergroup relations; and combat racism, anti-Semitism and all forms of prejudice and bigotry.”
- Pine Bush Central School District Community Goal: “To engage the Pine Bush Central School District community in a collaborative approach to prepare our students to live and work successfully in a diverse society.”

D. Review of Implementation of Annual Plan

1. The No Place for Hate Committee shall review the implementation of the plan annually and shall provide a written annual report to the Superintendent regarding the results of its review of the plan. The Superintendent shall provide the annual report to the Board in an open meeting.
2. Based on the annual review, the No Place for Hate Committee shall develop a plan for the following school year.

IV. Curriculum

As explained in the annual plan, the District will continue to implement a curriculum for all students at the District level and at each school to promote diversity and prevent bullying, as set forth in Attachment C.

V. Professional Development

- A. As required by the annual plan in Section III, the District will continue to require professional development for all staff and teachers at the District level and at each school, as well as all students at each District school. See Attachment B.
- B. The District will provide mandatory professional development on the policies regarding harassment, discrimination or bullying provided in Section II of this Settlement Agreement. This shall include how to recognize and report anti-Semitic graffiti, name-calling, insults, Holocaust “jokes,” and other forms of anti-Semitic harassment such as change-throwing. It also shall include professional development regarding complaint and grievance procedures and the procedures for reporting and investigating alleged bullying, discrimination and harassment, including alleged anti-Semitic harassment. The District will take additional and appropriate action for any District staff or teacher who does not follow the policies and procedures set forth in Section II of this Settlement Agreement, including discipline and professional development, to the extent consistent with applicable laws and collective bargaining agreements.
- C. Annually, the District will review the effectiveness of the professional development plan, and based on this review, the District will revise its professional development plan if necessary, consistent with best practices, for all students, District employees, and others who regularly interact with students in the District (e.g., bus drivers, substitute teachers, and volunteers).

VI. Reporting and Investigations

Annually, the District will review and revise its complaint and grievance procedures and its procedures for reporting and investigating alleged bullying, discrimination and harassment, including alleged anti-Semitic harassment. In reviewing its procedures, the District will ensure that investigations include speaking privately with each of the students who are alleged to have been the victim(s) and perpetrator(s) of the harassment, interviewing other staff and students who may have witnessed the harassment, and gathering and preserving any relevant physical evidence (e.g. text messages, textbooks, photos of graffiti, etc.). In addition, the District shall ensure that the procedures require that, following the completion of any investigation, regardless

of the outcome, the District follows up with the alleged victims to inform the victims of the results of the investigation, to offer counseling services, and to inquire whether there has been new or additional harassment. Finally, the District's procedures will require that the District maintain clear records documenting the complaint, the investigation undertaken, and the results of such investigation and that the District maintain records in such a way that the District can easily locate, review, and report on the total number of anti-Semitic and other forms of harassment, as well as the outcome in such cases.

VII. Title VI Coordinator

A. Role and Selection of Title VI Coordinator

The District will designate at least one employee to serve as its Title VI Coordinator and will prepare a job description that clearly describes the role and responsibilities. The Title VI Coordinator's responsibilities will include investigation of any allegations covered by Title VI. The District will ensure that the Title VI Coordinator has appropriate qualifications, training, and professional development to carry out the role of the Title VI Coordinator.

B. Notice for staff, parents and students

The District shall disseminate the name, job description, and contact information for the person designated as the Title VI Coordinator through a variety of means so that students, Pine Bush staff and the Pine Bush community are aware of the person designated as the Title VI Coordinator.

VIII. Anti-Bullying Survey

Beginning in the 2015-16 school year and for the next three school years, the District will develop and administer an anonymous Anti-Bullying Survey (Survey") for all students starting in 6th grade. The District will ensure that the Survey includes specific questions about anti-Semitic harassment, for example, whether students have heard anti-Semitic slurs, Holocaust "jokes," the word "Jew" in a pejorative sense, or white power chants and whether students have seen Hitler salutes, people rolling or throwing pennies in conjunction with anti-Semitic epithets, or observed swastikas. A section of the Survey will include the opportunity to answer in narrative form with specific examples. The District will consult with the Anti-Defamation League ("ADL"), the Wiesenthal Center, or the Rockland County Holocaust Center for Education and Tolerance in developing the Survey to determine its effectiveness in assessing the presence and impact of harassment at each middle and high school in the District and in reviewing, analyzing and making recommendations regarding necessary changes to the District's policies and procedures.

IX. Consultants/Partners and OCR

A. The District has established partnerships at the national and local levels to assist

with addressing harassment and bullying. These include the ADL, the Wiesenthal Center, and March for the Living, the Orange County Greater Jewish Foundation, Rockland County Holocaust Center for Education and Tolerance and the New York State Center for School Safety. The District shall continue to work with some or all of these consultants and partners.

- B. For the duration of this settlement agreement, the District will consult with the ADL, the Wiesenthal Center, or the Rockland County Holocaust Center for Education and Tolerance regarding implementation of this Settlement Agreement, including addressing, preventing and responding to anti-Semitic harassment in District schools. The District will be responsible for any costs associated with the retention of the consultants.
 - C. On an annual basis, for the duration of this Settlement Agreement, the District will seek technical assistance from OCR regarding the policies and procedures, professional development, and curriculum set forth in this Settlement Agreement. In consultation with OCR, the District will revise its relevant policies and procedures, professional development, and curriculum in accordance with the recommendations of OCR, unless otherwise prohibited by laws or collective bargaining agreements.
- X. Mental Health Needs of Students

The District agrees that a counselor or other professional qualified to assist students with mental health concerns will be available to assist students who have mental health concerns as a result of or in connection with harassment or bullying. The District's Mental Health Committee, in consultation with the ADL, the Wiesenthal Center, or the Rockland County Holocaust Center for Education and Tolerance, will review and assess current practices in the District with regard to assisting middle and high school students who are targets of harassment, including students who may be at risk for mental health problems that include, but are not limited to, depression, anxiety, cutting and other self-injurious behaviors, and/or suicidal ideation or suicide attempts. In consultation with the ADL, the Wiesenthal Center, or the Rockland County Holocaust Center for Education and Tolerance, the District's Mental Health Committee will develop and implement a plan to effectively address, assist and respond to middle and high school students who are targets of harassment.

XI. Reporting to Plaintiffs

In July 2016 and July 2018, defendants will report in writing to plaintiffs (c/o Emery Celli) setting forth the steps they have taken to comply with this Exhibit 1 to the Settlement Agreement. The reports will be kept confidential.