

# SCHOOL LAW

## INFORMATION MEMO

DECEMBER 4, 2025

### Understanding the Jack Reid Law: How DASA-like Protections Now Apply to Private Schools in New York

In 2022, Jack Reid, a 17-year-old student at a private New Jersey boarding school, died by suicide after experiencing severe on-campus and online bullying. Jack's death underscored the gap in protection for private school students, who, until now, lacked the anti-bullying safeguards their public school peers had for years.

Governor Kathy Hochul signed this law on October 23, 2025, ensuring that private schools in New York are now subject to similar anti-bullying requirements and accountability measures as public schools are under the Dignity for All Students Act (DASA).<sup>1</sup>

For private school administrators and teachers, this creates new compliance obligations – but also clearer guidelines for addressing bullying and harassment.

#### What Behavior is Prohibited<sup>2</sup>

The Jack Reid Law prohibits harassment and bullying, which includes conduct, threats, intimidation, abuse and cyberbullying that creates a hostile environment for students. A hostile environment exists when the behavior:

- Interferes with a student's ability to learn or causes them emotional or physical harm;
- Makes students fear for their safety; or
- Occurs off campus but disrupts the school environment. For example, cyberbullying from home or text messages sent on the weekends.

#### Step-by-Step Compliance Guide for Private Schools

##### Step 1: Adopt a Written Anti-Bullying Policy<sup>3</sup>

Every private school in New York State must now create and adopt a written anti-bullying and harassment policy in language that is appropriate for the age groups it serves.

The policy must define bullying and harassment, establish reporting procedures and outline the investigation process. It must also explain how victims will be informed of the outcome of any investigation.

##### Step 2: Publish and Distribute the Policy

The policy must be distributed annually to all stakeholders and made available on the school's website or through parent and student portals.

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<sup>1</sup> Jack Reid Law: Protect All Students Act, 2025 N.Y. Laws. ch. 480 (McKinney) (enacting Education Law art. 2-A §§ 19-24), available [here](#) (last visited Dec. 1, 2025).

<sup>2</sup> *Id.*

<sup>3</sup> *Id.* at § 21(2).

### **Step 3: Train Staff on Reporting Requirements<sup>4</sup>**

The law requires all school employees who witness or become aware of any bullying or harassment incident to notify the principal or head of school orally within one school day and in writing within two school days.

### **Step 4: Establish Investigation and Response Procedures<sup>5</sup>**

When a report of bullying, harassment or retaliation is received, the school must promptly investigate it, communicate its findings with the victim, take immediate action to ensure that the behavior has stopped, protect the victim's safety and prevent retaliation.

### **Step 5: Stay Informed**

The Jack Reid Law represents a significant shift in private school obligations. Its implementation will continue to evolve as schools apply its requirements and as enforcement actions or regulatory guidance emerge. Bond will continue to monitor developments to this law and any cases interpreting its provisions.

If you have any questions about how the Jack Reid Law applies to your school, or if you need assistance developing compliant policies, procedures and training programs — or want to ensure your current procedures meet the new requirements, please contact [Mariam Mahmood-Qureshi](#) or your Bond attorney with whom you work regularly.

*\*Special thanks to associate trainee Sheila Tapia for her assistance in the preparation of this memo. Sheila is not yet admitted to practice law.*

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<sup>4</sup> *Id.* at § 21(3).

<sup>5</sup> Education Law art. 2-A § 21(4).

