



PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

SCHOOL NAME is committed to a safe and civil educational environment for all students, employees, parent/legal guardians, volunteers, and patrons that is free from harassment, intimidation or bullying such as slurs, rumors, jokes, innuendo, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions, or electronically transmitted messages or images. Students involved in such conduct face suspension and/or expulsion.

“Harassment, intimidation or bullying” means any intentional written message or image-- including those that are electronically transmitted-- a verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, or mental or physical disability, or other distinguishing characteristics, when the **intentional** written, verbal, or physical act:

- Physically harms a student or damages the student’s property;
- Has the effect of **substantially interfering with a student’s education**;
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; and/or
- Has the effect of substantially disrupting the orderly operation of the school.

DEFINITIONS

Conduct is found to be “substantially interfering with a student’s education” by consideration of a targeted student’s grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators.

“Retaliation” occurs whenever an aggressor or another person harasses, intimidates, or bullies a student because the student has reported incidents of bullying

“Other distinguishing characteristics” can include but are not limited to: physical appearance, clothing or other apparel, socioeconomic status, marital status, and weight.

“Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

“Aggressor” is a student, staff member, or other member of the school community who engages in the harassment, intimidation or bullying of another person.

“Targeted student” is a student against whom harassment, intimidation, or bullying has allegedly been perpetrated.

“Interventions” are actions designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

The school will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying.

This policy is a component of the school’s responsibility to create and maintain a safe, civil, respectful and inclusive learning community and is to be implemented in conjunction with comprehensive training of staff and volunteers. However, this policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment.

Many inappropriate behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other school policies or building, classroom, or program rules

Retaliation/False Allegations

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

It is also a violation of school policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.