

Policy Title: PROHIBITION OF HARASSMENT, INTIMIDATION, AND BULLYING	Policy No.	No. of Pages
	EMP07	2
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- I. **PURPOSE:** The Corporation and its Schools are committed to a safe, civil, respectful and inclusive learning environment. Harassment, intimidation, and bullying are major distractions from working and learning and have no place in a school setting.

- II. **POLICY:**
 1. The Corporation and its Schools prohibit harassment, intimidation, and bullying based on actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, gender identity, physical or mental disability, marital status, socioeconomic status, physical appearance, or other distinguishing characteristics which can include but are not limited to physical appearance, clothing, or other apparel.

 2. Any school staff who observes, overhears, or otherwise witnesses harassment, intimidation, or bullying or to whom such actions have been reported must take prompt and appropriate action to stop the harassment. Immediate intervention to redirect the behavior should immediately be followed by engaging a school administrator who will further act to prevent the behavior and to prevent reoccurrence.

 3. This policy applies equally to harassment, intimidation, and bullying between students, between staff, students to staff, and staff to students.

 4. Harassment, intimidation, or bullying means any verbal or physical act or threat thereof; any written or electronically transmitted message or image, including sexting, based on actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, gender identity, physical or mental disability, marital status, socioeconomic status, physical appearance, or other distinguishing characteristics which can include but are not limited to physical appearance, clothing, or other apparel, when the act:
 - a. Physically harms a student or damages the student's property.
 - b. Has the effect of substantially interfering with a student's education.
 - c. Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment.
 - d. Has the effect of substantially disrupting the orderly operation of the school.
 - e. Nothing in this section requires the targeted and affected student to actually possess a characteristic that is a basis for the harassment, intimidation, or bullying.

- f. The term “intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

III. GENERAL:

1. This policy is not intended to prohibit civil expression of religious, philosophical, or political views, provided that the expression does not demean others, reasonably place another in fear, or substantially disrupt the educational environment.
2. Harassment, intimidation, and bullying are often carried out through acts of misconduct, which are addressed and prohibited under other policies.
3. Conduct that is “substantially interfering with a student’s education” will be determined by considering a targeted student’s grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators.
4. Conduct that may rise to the level of harassment, intimidation, and bullying may take many forms, including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks or threats, gestures, or acts relating to an individual or group whether electronic, written, oral, or physically transmitted messages or images. There is no requirement that the targeted student or employee actually possess the characteristic that is the basis for the harassment, intimidation, or bullying.
5. The Schools will provide students with strategies aimed at preventing harassment, intimidation, and bullying. The Schools will collaborate with families, law enforcement, and other community agencies in developing intervention programs and strategies. Interventions will be designed to remediate the impact on the targeted or affected student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.
6. The Corporation and Schools 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, corrective behavior and discipline, to law enforcement referrals.
7. It is a violation of this policy to threaten, harm, or otherwise retaliate against someone for reporting harassment, intimidation, or bullying.
8. It is also a violation of this 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. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.