

BULLYING CONSEQUENCES AND APPROPRIATE REMEDIAL ACTIONS FOR A PERSON WHO COMMITS AN ACT OF HARASSMENT, INTIMIDATION OR BULLYING

The District shall not tolerate harassment, intimidation, bullying or retaliatory behavior in any form and shall take all necessary and appropriate action to eliminate it, up to and including discipline of the offender. Consequences and appropriate remedial action for students who commit acts of harassment, intimidation or bullying may range from positive behavioral interventions up to and including suspension or expulsion from school.

BULLYING, HARASSMENT, AND INTIMIDATION POLICY

A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation or bullying.

Students who engage in any act of harassment, intimidation or bullying at school, at a school function, or in connection to any activity sponsored by the district, or while en route to or from school are subject to disciplinary action in accordance with board policy, up to and including suspension or expulsion. All types of harassment, intimidation and bullying are prohibited under this policy.

Harassment is defined as verbal or physical conduct directed at a student that causes him/her distress, interferes with his/her ability to learn or function in the school environment, or creates a hostile educational environment. Harassment may include, but is not limited to, conduct relating to a student's sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability and sexual harassment.

Sexual harassment means unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome or unwanted verbal or physical conduct of a sexual nature. Unwelcome or unwanted verbal or physical conduct of a sexual nature includes, but is not limited to, the deliberate, repeated making of unsolicited gestures or comments, re-quests or demands for sexual favors or the deliberate, repeated display of offensive sexually graphic materials. It is essential that students and others have a clear understanding of behaviors that fall within the definition of sexual harassment. Examples of conduct constituting sexual harassment include, but are not limited to:

Unwelcome and unwanted touching, patting, pinching, hugging, intentional brushing against another's body, pulling at another's clothing and forcing another to a wall or corner through body position or movement.

Subtle or blatant expectations, pressures or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequence.

Commenting about an individual's body or appearance where such comments go beyond mere courtesy, telling dirty joke that are clearly unwanted and considered offensive by others or any other tasteless, sexually orientated comments, innuendos or actions that offend others.

Display of sexually graphic or explicit materials regardless of form (e.g., photographs, drawings, posters, electronically).

BULLYING / INTIMIDATION COMPLAINT PROCEDURES

Bullying is defined as the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another. It may include, but is not limited to, action such as verbal taunts, spreading rumors, name-calling and put-downs, extortion of money or possessions, and exclusion from peer groups within the school. Such conduct based on race, ethnicity, disability, gender, or sexual orientation may contribute to harassment and discrimination in the school environment.

It is the intent of the district to create an atmosphere where complaints will be treated fairly and promptly. Every effort shall be made when requested to maintain the confidentiality of a witness's identity. The district will notify the student's parent/guardian about consequences and appropriate remedial action for acts of harassment, intimidation or bullying in a timely manner. Offenders may be referred to law enforcement officers, social services or other appropriate agencies.

COMPLAINT PROCEDURES—Students who believe they have been subjected to harassment, intimidation or bullying or any parents/guardians who believe their child has been subjected to harassment, intimidation or bullying should re-port the incident to the Principal. Third party witnesses are strongly encouraged to report observed instances of harassment to the Principal. If a student, parent/guardian or other individual is uncomfortable with making a report to the Principal or his/her designee, a report may be made to a teacher, counselor or other staff member with the understanding that incidents must be reported to the administration for review and action. The employee receiving the complaint shall report the complaint to the Principal. There shall be no retaliation against any individual reporting an incident of harassment, intimidation, or bullying.