

## **Handbook Excerpt- Bullying, Intimidation and Harrassment (Sexual Harrassment)**

### **BULLYING, INTIMIDATION AND HARASSMENT (SEXUAL HARASSMENT)**

Bullying, intimidation, and (sexual) harassment are not acceptable in any form and will not be tolerated at school or any school-related activity, on school property, on school buses and transportation vehicles or through a school computer, network or other school electronic equipment. The school will protect students against retaliation for reporting incidents of bullying, intimidation, or (sexual) harassment, and will take disciplinary action against any student who participates in such conduct. No person shall harass, intimidate or bully another based upon perceived race, color, nationality, sex, sexual orientation, gender-related identity or expression, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status as homeless, or actual or potential marital or parental status, including pregnancy, unfavorable discharge from military service, association with a person or group with one or more of the aforementioned actual or perceived characteristic or any other distinguished characteristic. The school and district will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Bullying means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that has or can be reasonably predicted to have the effect of: (1) placing the student in reasonable fear of harm to the student's person or property; (2) causing a substantially detrimental effect on the student's physical or mental health; (3) substantially interferes with the student's academic performance; or (4) substantially interferes with the student's ability to participate in or benefit from the services, activities, or privileges provided by the school. Examples of prohibited conduct include, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying through the transmission of information from a school or home computer, a school or home computer network, or other similar electronic school or home equipment, or other comparable conduct which includes the posting/sharing of pictures or video.

Making a threat on an Internet website against a school employee, a student, or any school-related personnel that could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school or harassing such an individual or group is in violation of the bullying/harassment policy. School authorities may require a student or his/her parent or guardian to provide a password or other related account information in order to gain access to the student's account or profile on a social networking website if school authorities have reasonable cause to believe that a student's account on a social networking website contains evidence that a student has violated a school disciplinary rule or procedure.

Students who believe they are victims of bullying, intimidation or harassment or have witnessed such activities are encouraged to discuss the matter with their counselor or building principal. Students may

choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

Grounds for disciplinary action apply whenever the student's conduct is reasonably related to school or school activities, including, but not limited to conduct occurring:

- On school grounds or commencing on school grounds, but occurring off school grounds, before, during or after school hours or at any other time the student is participating in or attending a school-related activity
- Off school grounds at a school-sponsored activity, or event, or any activity or event which bears a reasonable relationship to school
- Traveling to and from school or a school activity, function or event, in school provided and/or school authorized transportation
- Anywhere, if the conduct may reasonably be considered to be a threat or an attempted intimidation of a student or staff member, hazing of a student, or an interference with school purposes or an educational function.

Specific discipline measures and efforts to identify, intervene, and prohibit aggressive behavior will include all staff in reporting and documenting any incidents or reports of aggressive behavior. A conference will be held with involved parties with parent/ guardian notification if aggressive behavior has been exhibited as well as notification of law enforcement officials if deemed appropriate. Additional measures may involve counseling referral (school's or outside), loss or suspensions of privileges, detention, suspensions, and even possible expulsion.