

Bullying Policy & Procedure

State Law regarding bullying

Bullying is unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

In order to be considered bullying, the behavior must be aggressive and include:

- An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

Some specific examples of behavior that could be considered bullying include, but are not limited to; teasing, bullying slurs, innuendo, derogatory remarks, name calling, spreading rumors, and circulating written materials or pictures that are either derogatory or insulting to an individual or group.

Reporting Harassing and Bullying Behavior

1. Any student who believes that he or she has been harassed or bullied in violation of this policy should report such behavior immediately to a teacher, counselor, or administrator.
2. A school employee who has witnessed or has reliable information that a student has been subject to any act of harassing or bullying behavior shall report the incident.
3. Any person may report an act of harassment or bullying anonymously. However, disciplinary action may not be taken solely on the basis of an anonymous report.

Investigation of Bullying

Reports of bullying activity will be investigated by staff and the Associate Director. Parents of the participants and victims will be notified. If warranted, formal disciplinary action will be taken by the Associate Director as outlined in the level of consequences.

Corporal Punishment / Physical Restraint

Corporal punishment is defined as action taken by school employees to spank or otherwise physically handle a student in any way to purposely inflict punishment. No corporal punishment will be administered to students by anyone in the school. Physical restraint is reasonable and appropriate physical intervention or force by trained staff may be employed as necessary for the following purposes:

- To quell a disturbance threatening physical injury to others
- To obtain possession of weapons or other dangerous objects upon a student or within the control of a student
- For the purpose of self-defense
- For the protection of persons or property
- Any such acts are not in conflict with the legal definition of child abuse and will not be construed to constitute corporal punishment within the meaning and intention of this policy.

Level of Consequence

Offense/Violation	1	2	3	4	5	6
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<p>Bias Behavior 1st Offense: Up to 5 days suspension Second Offense: up to 10 days suspension Third Offense: Request for extended suspension Definition: <i>An offense, verbal, written, or symbolic in nature, committed against a person or property which is motivated by the offender's bias, a negative opinion or attitude toward a group of persons based on their race, religion, gender, disability, sexual orientation, or ethnicity/national origin.</i> Types of bias: Disability: <i>A person's physical or mental impairments/challenges, temporary or permanent, congenital or hereditary acquired, accident, injury, advanced age, or illness.</i> Ethnicity/National Origin: <i>A grouping of persons based on a shared national or cultural tradition.</i> Gender: <i>A person's range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex, sex-based social structures, and/or gender identity.</i> Racial: <i>A grouping of persons with similar physical characteristics; i.e., color of skin, eyes, hair, facial features, genetically transmitted by heredity.</i> Religious: <i>A person's religious beliefs including the origin and purpose of the universe and the existence or nonexistence of a supreme being.</i> Sexual-Orientation: <i>A person's sexual attraction toward and responsiveness to members of the opposite or same sex.</i></p>			?	?	?	
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<p>Bullying Definition: <i>Repeated, conscious, willful and deliberate intent, direct or indirect, to physically or psychologically intimidate or distress someone else; physical, social, or verbal actions or intimidation toward another person with negative intent.</i> Cyber-Bullying <i>The use of information and communication technologies—email, cell phones, pagers, text messages, instant messaging, defamatory personal Web sites, or a combination of these—to support deliberate, repeated, and hostile behavior by an individual or group with the intention of physically or psychologically intimidating others.</i></p>			?	?	?	
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