



# Intergenerational SCHOOLS

A COMMUNITY OF LIFELONG LEARNERS

## *Bullying, Harassment, and Intimidation Policy*

Schools exist in a society where incidents of bullying behavior may occur. Preventing and responding to bullying behavior in learning and working environments is a shared responsibility of **all** staff, students, parents, caregivers and members of the wider school community. Students will receive age appropriate instruction on this policy on an annual basis.

All members of the school community contribute to preventing bullying by modeling and promoting appropriate behavior and respectful relationships.

This policy has been developed in consultation with parents, District employees, volunteers, students, and community members as prescribed in R.C. 3313.666 and the State Board of Education's Model Policy.

This policy shall not be interpreted to infringe upon the First Amendment rights of students (i.e., to prohibit a reasoned and civil exchange of opinions, or debate, that is conducted at appropriate times and places during the school day and is protected by State or Federal law).

Notice of this policy will be annually distributed to each student's custodial parent/guardian.

Circulated to and posted in conspicuous locations in all school buildings and departments within the District and discussed with students, as well as incorporated into the teacher, student, and parent/guardian handbooks. At least once each school year a written statement describing the policy and consequences for violations of the policy shall be sent to each student's custodial parent or guardian. The statement may be sent with regular student report cards or may be delivered electronically.

Students, parents, or guardians are to immediately [within 24 hours] report incidents of fighting, bullying, harassment, and intimidation during school hours, on school property, or at any school sponsored events, to teachers and school administrators. School personnel must report any incidents they witness or get reported to them by students in writing to the Assistant/Principal or other appropriate school administrator no later than the end of the following school day. All reported incidents must be documented. Anonymous communications, if necessary, may be made by telephone, electronic mail, or in writing.

Parents and guardians will be notified of any prohibited incident involving their child and will be granted access to any written report pertaining to the incident.

The Intergenerational School will employ all actions possible to ensure that each student feels safe and secure at school. That includes freedom from worrying about being bullied, harassed, intimidated, or attacked physically. In order to ensure this, the Board of Directors adopted a policy with regard to fighting, bullying, harassment, and intimidation (including any physical act

intended to hurt another person) that is directed towards any student, staff member, volunteer, or parent.

“Harassment, intimidation, or bullying” means either of the following:

- 1) any intentional, written, verbal, graphic, or physical act that a student or group of students has repeatedly exhibited toward another particular student and the behavior both causes mental or physical harm to the other student; and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This includes sexual harassment, meaning all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature. Other prohibited conduct includes that which has the purpose or effect of creating an intimidating, hostile, discriminatory, or offensive learning environment on the basis of gender, religion, race, color, ethnicity, disability, and/or other legally protected category.
- 2) violence or any other form of abuse within a relationship involving two students (dating violence).

The definition of “harassment, intimidation or bullying” also includes the above described acts which are electronically generated, stored or transmitted, often called “Cyber bullying.”

**Conflict or fights between equals or single incidents are not defined as bullying or harassment.**

**Bullying is unprovoked repeated actions (verbal, written, or physical) towards others of lesser social standings.**

Some acts of harassment, intimidation, bullying and cyber-bullying may be isolated incidents requiring that the school respond appropriately to the individuals committing the acts. Other acts may be so serious or part of a larger pattern of harassment, intimidation, bullying or cyber-bullying that they require a response either in the classroom, School building, or by law enforcement officials. Consequences and appropriate remedial actions for students who commit an act of harassment, intimidation, bullying or cyber-bullying range from positive behavioral interventions up to and including suspension or expulsion. Due process procedures for suspension and expulsion will be followed, as provided for under R.C. 3313.66.

A student who is found to have participated in bullying, harassment, or intimidation will immediately be investigated. Upon investigation results, students will be disciplined according to the disciplinary guidelines in this Handbook.



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If it is determined that a student deliberately made a false report of harassment, intimidation, or bullying, then the student will be disciplined according to the disciplinary guidelines.

School employees, students, or volunteers shall be **individually immune from liability in a civil action** for damages arising from reporting an incident in accordance with the policy.

## Procedures Pertaining to harassment, intimidation, or bullying ORC 3313.666:

1. Any incident involving harassment, intimidation, or bullying is documented in the Jupiter behavior monitoring and reporting system.
2. Any reported incident is investigated by the Assistant Principal/Principal within 24 hours of the report and the results are communicated to the parents of all involved students.
3. Anyone who is found to be the victim of bullying will have special permission to speak with the Assistant Principal/Principal or another staff member of the victim's choosing, at any time and in private. Teachers will provide vigilant supervision especially during high risk times such as lunch periods, recess, restroom breaks, or on school transportation.
4. Administration provides Governing Authority president semiannually, a summary of all reported incidents and posts the summary on the school web site to the extent permitted by FERPA and 3319.321.
5. This policy is in all handbooks and any publications that set forth rules, procedures, and standards of conduct for school and students. Policy and explanation of seriousness of bullying by electronic means is made available to students and custodial parents/guardians. Information is also included into employee training materials.

No student shall repeatedly annoy or attack using physical, verbal (audible or mouthed), written/drawn or electronic action that creates fear of harm, an intimidating or hostile education or work environment, without displaying a weapon and without subjecting the victim to actual physical attack (i.e. bullying, hazing, threat of harm). This applies to actions directed towards faculty and/or staff as well as towards other students.

## *Sexual Conduct*

Students are to treat each other respectfully at all times. No language (written or oral) or physical gestures (audible or not) may be used to promote or depict anything sexual in nature.



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Actions that create an intimidating, hostile, or offensive school environment (i.e. pinching, holding hands, stroking, arms around shoulders, kissing, slapping, grabbing, suggestive comments, gestures or jokes or pressure to engage in sexual activity) is forbidden.

Also, other physical or verbal conduct or communication of a sexual nature, including gender-based harassment.