

C-ES2-P131 – Bullying, Intimidation, Harassment and Hazing Policy and Procedures

Bullying is a form of intimidation and/or harassment. A person commits threatening or intimidating if the person threatens or intimidates by word or conduct to cause physical; injury on another person or serious damage to property of another on school grounds. A person commits harassment, with the intent to harass or with the knowledge if the person is harassing another person, the person anonymously or otherwise contact, communicates or causes a communication with another person by verbal, electronic, mechanical, telephonic or written means in a manner that harasses on school grounds or substantially disrupts the school environment.

For the purposes of this policy, bullying is defined as: The repeated intimidation/harassment of students 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 not be limited to actions such as verbal taunts, name-calling and put-downs, including ethnically based or gender-based verbal put-downs, and extortion of money or possessions.

Hazing is a form of intimidation and harassment. For the purpose of this policy hazing is defined as: Any intentional, knowing or reckless act committed by a student, whether individually or in concert with other persons, against another student and in which both of the following apply:

1. The act was committed in connection with an initiation into, an affiliation with or the maintenance of membership in any organization that is affiliated with an educational institution.
2. The act contributes to a substantial risk of potential physical injury, mental harm or degradation, or causes physical injury, mental harm or personal degradation.

Also, "Organization" means an athletic team, association, order, society, corps, cooperative, club, or similar group that is affiliated with an educational institution and whose membership consists primarily of students enrolled at that educational institution.

Such conduct is disruptive of the educational process and therefore, bullying or hazing is unacceptable behavior at the Rose Academies.

Students who engage in any act of bullying or hazing, while at school, at any school function, in connection to or with any District sponsored activity or event, or while in route to or from school or in an organization as defined above, are subject to disciplinary action, up to and including suspension or expulsion. Law enforcement officials shall be notified of bullying or hazing incidents, as required by law.

This policy also applies to students who, by their indirect behavior, condone or support another student's act of bullying or hazing.

All front desk staff, teachers, administrators, or other employees of the school district shall take action when bullying or hazing is observed or a student has informed the employee about a bullying or hazing event, and or else a situation.

Retaliation against a victim, good faith reporter, or a witness of bullying or hazing is prohibited.

Intentional false accusations or false reports of bullying or hazing against another student are prohibited. If a student is unsure about whether an event or situation is bullying or hazing, they are encouraged to consult with a teacher, counselor, or other school employee. A person who engages in an act of bullying, hazing, reprisal, or false reporting of bullying or hazing; therefore, permits, condones, or tolerates bullying or hazing shall be subject to discipline for that act in accordance with Rose policies and procedures.

The Rose Academy representative will investigate all complaints of bullying or hazing and will discipline or take appropriate action against individuals who have violated this policy.

The Rose Academies will give annual notice of this policy to students, parents or guardians, and staff in the Employee Handbook and Student Handbook.

The Rose Academies are committed to conducting a prompt and thorough investigation of every complaint of bullying or hazing.

Reporting Procedure

- It is the policy of the Rose Academies to encourage any person who believes he or she has been the victim of bullying or hazing or any person with knowledge or belief of conduct that may constitute bullying or hazing shall report the alleged acts immediately to any front desk staff, teacher, school administrator, or other employee.
- The Rose Academies encourages the reporting party or complainant to use the report form available from the principal, school district office or available on the Internet, but oral reports shall be considered complaints as well.
- Any adult school employee who witnesses, overhears, or receives a report, formal or informal, written or oral, of bullying or hazing at school or during school-sponsored activities shall report any bullying or hazing to the principal or the principal's designee. The report should be filed as soon as possible, but within 24 hours.
- Front desk staff, teacher, school administrator, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying or hazing.
- Reports of bullying or hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- Submission of a good faith complaint or report of bullying or hazing will not affect the complainants or reporter's future employment, grades, or work assignments, and educational or work environment.
- The Rose Academies will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations. No retaliation will be allowed as a result of the reporting of a bullying or hazing incident.

School District Action

- Staff members must report the incident to the principal or designee, in writing, with such details as may have been provided. A failure by a staff member to timely inform the school administrator or designee of a bullying or hazing allegation or their observation of an incident of bullying or hazing may subject the staff member to disciplinary action in accord with Rose policies.
- Upon receipt of a complaint or report of bullying or hazing, the principal shall undertake or authorize an investigation. The principal shall report immediately to the office of superintendent of such a complaint or report.
- The Rose Academies may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying or hazing. The parents/guardians will be notified immediately for both the Victim(s) and Alleged Offender(s)
- Upon completion of the BIHH investigation form and investigation, the Rose Academies will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior.
- The Rose Academies are not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. All staff will maintain confidentiality of the incident and all parties involved.
- An appeal of the investigative outcome may be made to the supervisor of the investigator. This appeal must be in writing. The final decision of appeals will be with the respective Superintendent's office.

Reprisal

- The school district will discipline or take appropriate action against any student, teacher, administrator, or other employee of the Rose Academies who retaliates against any person who makes a good faith report of alleged bullying or hazing. Also, or against any person who testifies, assists, or participates in an investigation, and or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying or hazing. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment.

Notice

- The school district will give annual notice of this policy to students, parents or guardians, and staff, and a summary of this policy shall appear in the Employee Handbook and Student Handbook.