

Campbell County Board of Education

Monitoring:	Descriptor Term: Proposed for 7/10/12 approval	Approved 6.304	Issued 02/14/02
Review: Annually in April	Student Discrimination, Harassment, Intimidation, Bullying, Cyberbullying and Hazing	IHC/Bd.	Issued 08/09/94

Campbell County Schools prohibits acts of harassment, intimidation and bullying. A safe and courteous environment in school is necessary for students to learn and achieve. 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 students in a safe and orderly environment; and since students learn by example, administrators, faculty, staff and volunteers should be positive role models in demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation or bullying.

“Harassment, intimidation or bullying” means any gesture, written on **paper or electronically**, verbal, physical or psychological act that takes place on school property, at any school-sponsored function or on a school bus and that:

- Is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental physical or sensory disability; or,
- By any other distinguishing characteristic; and
- A reasonable person should know, under the circumstances, that the act(s) will have the effect of harming an individual or damaging the individual’s property, or placing an individual in reasonable fear of harm to his/her person or damage to his/her property; or
- Has the effect of insulting or demeaning any individual or group in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.
- Acts of harassment, intimidation or bullying may also be a pupil exercising power and control over another pupil, in either isolated incidents (e.g., intimidation, harassment) or patterns of harassing or intimidating behavior (e.g., bullying). This policy for student conduct will be suited to the age level of the students (elementary, middle, or high school). This policy requires all students to adhere to these rules and to be aware of such disciplinary measures as are appropriately assigned for violation of these rules and guidelines.

To promote and foster inter group awareness, appreciation and understanding by students of the diverse ethnic, racial, and cultural groups represented in the school district, United States, and the world, Campbell County Schools shall:

1. Provide on-going professional development to prevent harassment, intimidation and bullying.
2. Implement practices to achieve safer and less violent schools for students, teachers and administrators.
3. Endeavor to ensure that the curriculum does not promote stereotypical views of any group and recognizes the accomplishments and contributions of all people.

CONSEQUENCES (procedural):

The following factors will be considered in determining the appropriate response to students who commit one or more acts of harassment, intimidation or bullying:

1. The developmental level and maturity levels of the parties involved;
2. The levels of harm as determined by the student's ability to be educated in a safe and orderly environment;
3. The surrounding circumstances
4. The nature of the behavior(s);
5. Past incidences or continuing patterns of behavior;
6. The relationships between the parties involved; and
7. The context in which the alleged incidents occurred.

Consequences and appropriate remedial action for students who commit acts of harassment, intimidation or bullying may range from behavioral interventions up to and including suspension or expulsion. The appropriate action will be consistent with local established policy, case law, Federal and State statutes, and school policies and regulations. Complaints alleging violations of this policy shall be reported to the principal or his/her designee.

All school employees are required to report alleged violations of this policy to the Principal or designee. Submission of a written incident report to the principal is required by all district employees. Oral reports will also be considered official reports. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report. Consequences for a student found to have falsely accused another as a means of harassment, intimidation or bullying range from behavioral interventions up to and including suspension or expulsion, as permitted under policy JCC.

HAZING

Hazing is various rituals and other activities generally considered to be: physically abusive, hazardous, and/or sexually violating as a way of initiating a person in the group.

All athletes and organization/club members are required to read and sign that they have read and fully understand this policy. Please be advised that it will be the responsibility of the coach(es)/organization/club sponsor to investigate and report any violation of this policy.

Any athlete(s)/organization/club member or any other person involved in act that violates this policy will be suspended from the participation in or attending any sporting activities/organizational activity events for one (1) year from date of the violation of said policy.

Any coach/organization/club sponsor that is aware beforehand of any violation of this policy and allows it to happen will be dismissed from his/her, coaching/organizational/club responsibilities.

Student name

Date

Parent name

Date

Coach/Organization Sponsor

Date

Principal/Athletic Director

Date

The Director of Schools shall submit an annual report to the Board of Education concerning the number and nature of violations of the Student Discrimination, Harassment, Intimidation, Bullying, Cyberbullying and Hazing Policy by school and the nature of consequences given to students who violate the policy

Legal References

1. 49-6-1014
2. 49-6-1016
3. 49-6-1017
4. 49-6-1018
5. 49-6-1019
6. 49-2-120