

# VEC Promotes Respect, Courtesy, and Support & Prohibits Bullying/Cyberbullying/Hazing/Harassment

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It is the policy of the Davis County School District and Vista Education Campus to promote a safe and orderly school environment for all students and employees.

## Prevention for Safety and Security

### *Respect, Courtesy, and Support are Taught and Encouraged.*

Students are to

- 1) Be respectful, kind, courteous, helpful, and supportive of other students and team mates.
- 2) Follow expected adult behaviors and maintain “yellow circle” talk, trust, and touch in all school related locations and activities. (See also <https://vista.davis.k12.ut.us/school-information/handbook>.)
- 3) Advocate for what they need.
- 4) Learn and improve social skills that will help in relationships, as well as school and work environments.
- 5) Report knowledge of any bullying, cyberbullying, hazing, or harassment, in order to get staff, help to ensure safety, and to work out the problem.

All VEC Faculty and Staff

- 1) Model, teach, remind, and rehearse appropriate behavior, including proper reporting.
- 2) Develop positive rapport with students, so students will feel more comfortable reporting problems.
- 3) Provide supervision during school hours and observe students’ interactions.
- 4) Take appropriate disciplinary action with consideration to the totality of the circumstances and the individual.
- 5) Maintain up-to-date records of incidents and action taken.
- 6) Regularly assess times and locations when and where issues arise.

Each Teacher

- 1) Teaches social and communication skills to their students.
- 2) Meets with students individually and in small groups.
- 3) Communicates with parents regarding behavior issues.
- 4) Problem-solves with students when problems are reported, involving their coordinator or administration based on severity.

Parents can help by

- 1) Setting an example of positive social interactions and expecting their students to follow that example.
- 2) Reporting incidents to the teacher first, then administration, as early as possible.
- 3) Explaining and practicing with students how to deal with confrontational situations & difficult people.
- 4) Encourage prompt and accurate reporting of incidents or retaliation.

## **Bullying/Cyberbullying/Hazing/Harassment/Sexual Harassment are Prohibited**

Vista Education Campus recognizes and upholds Davis District policy ([5S-100](#)) and Utah state law ([53A-11a](#)) governing bullying and hazing. Great resources include <https://www.stopbullying.gov/> and <https://utahparentcenter.org/resources/bullying/>. Criminal acts or disruptive behavior of any kind will not be tolerated, and any individual who engages in such activity will be subject to school disciplinary action as determined by school administrators, District disciplinary action as determined by the Department of Students Services Case Management Team (CMT), police referral, and/or prosecution.

In determining appropriate discipline, school officials will consider the totality of the circumstances, including the severity of the offense, as well as the individual's age, disability status, intent, academic status, and prior disciplinary record.

- **No** school employee or student may engage in bullying or harassing a school employee or student:
  1. on school property;
  2. at a school related or sponsored event;
  3. at a community-based work site or activity
  4. on a school bus;
  5. at a school bus stop; or
  6. while the school employee or student is traveling to or from a location or event
- **No** school employee or student may engage in hazing or cyber-bullying a school employee or student at *any* time or in *any* location.
- **No** school employee or student may engage in retaliation against:
  1. a school employee;
  2. a student;
  3. a witness of an alleged incident of bullying, etc.;
  4. an investigator of an alleged incident of bullying, etc.
- **No** school employee or student may make a *false* allegation of bullying, cyber-bullying, harassment, hazing, or retaliation against a school employee or student.
- **Each** of these activities above will result in disciplinary action as determined by school administrators, District disciplinary action as determined by the Department of Students Services Case Management Team (CMT), police referral, and/or prosecution.

### Definitions

Definitions are given below to help understanding. Further information is found in Davis School District Policy 5S-100.

#### **Bullying**

'Bullying' means intentionally or knowingly committing an act that:

- 1) Endangers the physical health or safety of a school employee or student;
- 2) Involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
- 3) Involves consumption of any food, liquor, drug, or other substance;
- 4) Involves other physical activity that endangers the physical health and safety of a school employee or student; or
- 5) Involves physically obstructing a school employee's or student's freedom to move, and is done for the purpose of placing a school employee or student in fear of physical harm to the school employee or student; or harm to property of the school employee or student.

The conduct described above constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

#### **Cyber-Bullying**

'Cyber-bullying,' means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.

## Hazing

'Hazing' means intentionally or knowingly committing an act that:

- 1) Endangers the physical health or safety of a school employee or student;
- 2) Involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
- 3) Involves consumption of any food, liquor, drug, or other substance;
- 4) Involves other physical activity that endangers the physical health and safety of a school employee or student; or
- 5) Involves physically obstructing a school employee's or student's freedom to move;

AND

- A) is done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for, membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event; or
- B) If the person committing the act against a school employee or student knew that the school employee or student is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to which the person committing the act belongs to or participates in.

## Harassment

'Harassment' means repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for the individual.

## Sexual Harassment

'Sexual Harassment' means communicating to (words, writing, pictures, etc.) or touching another person in a sexual manner. At VEC, we teach "Yellow Circle" talk, touch, and trust to avoid any problems in adult settings.

This means:

- Talk – Talk as if your parents, school teachers, or administration were always there. Discussion of any topics of a sexual nature are ***not*** appropriate for school or work setting.
- Touch – High fives, handshakes, and similar supportive, friendly touching is appropriate. Hugs, kissing, or other public displays of affection are ***not*** appropriate for school or work settings.
- Trust – Is at a level appropriate for acquaintances and work friends. Some of your close friends may be here, but be sure behavior is appropriate to school or work. Report what makes you uncomfortable to school staff, who can help you.

Please respect others by being careful of your personal space and respecting others' choices about whether they want to be touched. For some touching them is uncomfortable; you can usually tell by how they react.

Please be kind and respect that.

Never ever touch bathing suit areas at school or any school related activities.

## Retaliation

'Retaliation' means an act or communication intended 1) as retribution against a person for reporting bullying or hazing; or 2) to improperly influence the investigation of, or the response to, a report of bullying or hazing. It's trying to get someone back for reporting inappropriate behavior.

## Notification of Parents/Guardians

The school is obligated to notify parents of:

- a student's threat to commit suicide; and

- an incident of bullying, cyber-bullying, harassment, hazing, or retaliation involving the parent's student

As per the Family Educational Rights and Privacy Act (FERPA), information regarding students, including disciplinary action taken, is restricted to school personnel and the students' legal guardians.

### **Remember Prevention is the Best Cure (Intentionally Repeated)**

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- 12) Regularly assess times and locations when and where issues arise.

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- 7) Explain and practice with students how to deal with confrontational situations and difficult people.
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