

## **POLICY PROHIBITING STUDENT HARASSMENT, INTIMIDATION, BULLYING, AND HAZING**

Students are prohibited from harassing, intimidating, bullying, or hazing other students on school grounds, school property, school buses, at school bus stops, at school sponsored events and activities, and through the use of electronic technology or electronic communication equipment on school computers, networks, forums or mailing lists.

All students, teachers and staff shall take reasonable measures within the scope of their individual authority to prevent violations of this policy.

### **DEFINITIONS**

**HARASSMENT:** Intentional disruptive or threatening behavior by a student to another student; includes, but is not limited to, stalking, hazing, social exclusion, name calling, unwanted physical contact, unwelcome verbal or written comments, photographs and graphics; harassment, direct or indirect, may be related, but not limited to, race, religious orientation, sexual preference, cultural background, economic status, size or personal appearance.

**INTIMIDATION:** Intentional behavior by a student or group of students that places another student or group of students in fear of harm of person or property. Intimidation can be manifested emotionally or physically, either directly or indirectly, and by use of social media.

**BULLYING:** 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. Bullying behavior is meant to hurt another person and is carried out by someone who is seeking power or control over another person. There are multiple forms of bullying – physical, emotional and social. These can be carried out in person or through cyberbullying. Any bullying, on or off campus, which disrupts the learning environment will receive an immediate consequence – up to and including expulsion.

**CYBERBULLYING:** Any act of bullying committed by use of electronic technology or electronic communication devices, including telephonic devices, social networking and other Internet communications on school computers, networks, forums and mailing lists, or other District-owned property, and by means of an individual's personal electronic media and equipment.

**HAZING:** Any intentional, knowing or reckless act committed by a student, whether individually or in concert with other persons, against another student, 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, and (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.

- A person is considered a “student” who has enrolled, who has been accepted for enrollment, or intends to enroll within the next 12 calendar months. This policy applies to all students until graduation, transfer, promotion, or withdrawal from the school.
- "Organization" means an athletic team, association, order, society, corps, cooperative, club or other similar group that is affiliated with ALA and whose membership consists primarily of students enrolled at ALA.

### **PROCEDURES**

Pupils and parents/legal guardians may make confidential reports to the Campus Dean of Students, or any other professional staff member, of any incidents of harassment, intimidation bullying, or hazing. ALA Staff are required to submit written reports of harassment, intimidation, bullying, or hazing to their Campus Dean of Students. Staff members shall preserve the confidentiality of those involved, and may only disclose the incident to the Campus Dean of Students, or other supervisor, or as otherwise required by law. Any instance of reported or observed hazing which includes possible child abuse or violations of state law known to the staff member shall be treated according to relevant state law and reported to a law enforcement agency. ALA Staff members will be subject to disciplinary action for failure to timely report allegations or observations of harassment, intimidation, bullying, or hazing to the Campus Dean of Students. Written complaint forms are available at each campus.

The Campus Dean of Students, in consultation with the Campus Director or Assistant Director, will determine whether an alleged act constitutes a violation of this policy. The Campus Dean of Students shall conduct a prompt and thorough investigation of the alleged incident, including but not limited to meeting with the person who reported the incident. The Campus Dean of Students may conclude that the alleged violation occurred or did not occur, or that the evidence is inconclusive. Once the investigation has been closed, the Campus Dean of Students will meet with the person who reported the alleged incident to discuss the investigation and conclusions. Confidentiality of records and student information related to disciplinary actions, if any taken, shall be observed in the process of meeting with the person who reported the incident. The Campus Dean of Students shall prepare a written report of the findings and a copy of the report shall be provided to the Superintendent. If the Campus Dean of Students concludes that the alleged violation did not occur or that the evidence is inconclusive, no written report of the matter will be maintained in a student's file.

Persons that disagree with the Campus Dean of Students' determination may appeal his/her decision by submitting a written appeal to the Superintendent. The Superintendent shall review the written appeal and issue a final determination in a timely manner.

## **CONSEQUENCES**

Hazing is prohibited and will not be tolerated.

Any solicitation to engage in hazing is prohibited and will not be tolerated.

Aiding and abetting another person who is engaged in hazing is prohibited and will not be tolerated.

It is not a defense to a violation of this policy that the hazing victim consented to or acquiesced in the hazing activity.

Students who commit acts of harassment, intimidation, bullying, or hazing will face consequences up to suspension or expulsion. When considering disciplinary action, the Campus Dean of Students will seek to balance the severity of the conduct and the resulting discipline using the Conduct & Consequences Matrix ("CCM") which can be found at [www.alaschools.org](http://www.alaschools.org). All suspected violations of law will be reported to local law enforcement.

Disciplinary action may result for acts of intimidation, harassment, bullying, or hazing which occurs outside of the school and the school day when such acts result in substantial physical, mental, or emotional negative effect on the victim while on school grounds, school property, school buses, at school bus stops, or at school sponsored events and activities, or when such act(s) interfere with the authority of ALA to maintain order.

ALA prohibits retaliation against any person who reports an act of harassment, intimidation, bullying, or hazing. Students that engage in retaliation for reported violations of this policy will be subject to appropriate disciplinary action per the CCM.

An Organization that knowingly permitted, authorized or condoned harassment, intimidation, bullying, or hazing activities will face revocation or suspension of the Organization's permission to conduct operations at ALA.

Any teacher or staff member who knowingly permitted, authorized or condoned the harassment, intimidation, bullying, or hazing activity is subject to disciplinary action up to termination.