



ANTI-BULLYING POLICY

Definition

Bullying is an unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated over time.

Indicators of Bullying

Bullying typically occurs in one of the following ways:

- Verbal: Hurtful name calling, teasing, gossiping, making threats or spreading rumors.
- Physical: Hitting, punching, pushing, shoving, poking, kicking, tripping, strangling, hair pulling, fighting, biting, spitting, inappropriate touching, or destroying personal possessions.
- Emotional/Social: Excluding others from the group, rolling eyes, terrorizing, extorting, defaming, intimidating, humiliating, manipulating friendships, isolating, blackmailing.
- Cyber bullying: Using email, social network sites (e.g., internet forums, image or video posting platforms, websites with free registration, etc.), cell phones, webcams, text messages, internet sites, and other electronic means to send mean messages, spread rumors, and post embarrassing pictures or videos and fake websites or profiles.

Responding to Bullying Reports

- All staff members are required to take all allegations of bullying seriously and follow up with a written report.
- An investigation will commence promptly to obtain specific information relevant to bullying.
- Target student of bullying will be assured that the incident will be resolved. Target student will be provided names of school personnel who can help if the situation continues, escalates or arises again.
- An action or consequence will be determined to resolve the situation.
- The target of bullying will continue to be monitored to assure that bullying has stopped.

Per FCPS's charter petitions, the school may suspend or expel students who engage in bullying, including bullying committed by means of an electronic act directed specifically

toward a pupil or school personnel. Students who engage in such bullying may be subject to disciplinary action such as:

- Mandatory parent meeting
- In-house suspension
- Exclusion from extracurricular activities or programs
- Suspension
- Expulsion
- Loss of computer/network privileges
- Civil/criminal penalties

To access more resources that provide support to youth who have been subject to discrimination, harassment, intimidation, or bullying please visit the CDE Safe School Website: <https://www.cde.ca.gov/ls/ss/se/bullyingprev.asp>. The CDE has provided resources for youth who have been affected by gangs, gun violence, and psychological trauma caused by violence at home, at school, and in the community at the following website: <https://www.cde.ca.gov/ls/ss/sa/>.