



Harriet Tubman School of Science of Science and Technology

Bullying Policy

Purpose

This policy addresses the importance of a safe and healthy school environment. All schools and employees should promote mutual respect, tolerance, and acceptance among students, staff members, and volunteers. Behavior that infringes on the safety or well-being of any student, including bullying as defined in state statute, will not be tolerated. The prohibition of bullying shall be included in the Student Handbook.

Duration

This policy is permanent.

Policy

SECTION 1. Definition of Bullying

The term “bullying” means an act that occurs on school property, on school vehicles, designated school bus stops, or at school-related functions or activities, or by use of or software that is accessed through a computer, computer system, computer network, other electronic technology provided by the School, and includes the following:

- a. Any willful attempt or threat to inflict injury on another person when accompanied by an apparent present ability to do so.
- b. Any intentional display of force that would give the victim reason to fear or expect immediate bodily harm.
- c. Any intentional written, verbal, or physical act, which a reasonable person would perceive as being intended to threaten, harass, or intimidate, that has any one of the following effects:
 - i. Causes another person substantial physical harm within the meaning of O.C.G.A. § 16-5-23.1 or visible bodily harm as such term is defined in O.C.G.A. § 16-5-23.1.

- ii. Substantially interferes with a student's education
- iii. Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment
- iv. Substantially disrupts the orderly operation of the school

The term also applies to acts of cyberbullying which occur through the use of electronic communication, whether or not the electronic act originated on school property or with school equipment, if the electronic communication (1) is directed specifically at students or school personnel, (2) is maliciously intended for the purpose of threatening the safety of those specified or substantially disrupting the orderly operation of the school, and (3) creates a reasonable fear of harm to the students' or school personnel's person or property or has a high likelihood of succeeding in that purpose.

Retaliation against any complainant or any participant in the complaint process is also prohibited.

SECTION 2. Reporting, Investigation, and Notification Procedures

- a. All students and/or school employees shall immediately report incidents of bullying, harassment, intimidation, and retaliation to the Executive Director.
 - i. The Executive Director shall maintain a method for anonymous reporting of such incidents.
 - ii. Each report of bullying shall be documented and promptly investigated, and result in consequences given appropriate to the situation and in accordance with state law.
 - iii. Parents/legal guardians shall be notified upon a finding that a student has committed an act of bullying or been a victim of an act of bullying.
- b. Reported incidents of bullying, harassment, intimidation, or retaliation that have occurred outside the jurisdiction of the School and have not disrupted the school environment shall be reported to the students' parents/legal guardians.

SECTION 3. Disciplinary Procedures

Disciplinary actions for incidents of bullying will be decided according to the guidelines set forth in the Student Discipline policy.

Approval

Policy Approval Date: February 18, 2021

Policy Effective Date: February 18, 2021