

STUDENT BULLYING, HARASSMENT, HAZING, INTIMIDATION AND THREATENING BEHAVIOR

1.0 Introduction AND STATEMENT OF PURPOSE.

- 1.1 Adams 12 Five Star Schools recognizes the negative impact that bullying and other types of behavior prohibited by this policy have on student health, welfare and safety and is dedicated to providing a safe, equitable and positive learning environment free from bullying, harassment, hazing, intimidation or threats. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying, harassment, hazing, intimidation and threatening behavior are regarded as unacceptable.
 - 1.1.1 Such behaviors are prohibited when directed toward other students on the basis of academic performance or any basis protected by federal or state law.
 - 1.1.2 Such behaviors are prohibited off-campus to the degree that those behaviors negatively affect the school environment as described in District Policy 5120.
- 1.2 Violations of this policy may occur through face to face interaction, written communication, by electronic communication, or a third party act or communication. Violations may also occur through verbal or physical acts or gestures. Furthermore, violations may be intentional or unintentional in nature.
- 1.3 A violation of this policy also occurs if a student observes or otherwise has knowledge of behavior that violates this policy and fails to report it to school personnel.
- 1.4 Retaliation or reprisal against someone who reports a violation of this policy is prohibited and subject to disciplinary sanctions pursuant to District Policy 5000.
- 1.5 Any student who knowingly makes a false report of bullying, harassment, hazing, intimidation or threats shall be subject to disciplinary action pursuant to District Policy 5000.

2.0 Definitions.

- 2.1 Bullying – Any written or verbal expression or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional distress.
- 2.2 Harassment – Includes unwelcome verbal, written or physical conduct that is not addressed by the definitions of harassment in District Policies 8400 (Nondiscrimination) or 8410 (Sexual Harassment – Title IX).
- 2.3 Hazing – Any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for the purpose of initiation or admission into or affiliation with any student organization; except that hazing does not include customary athletic events or other similar contests or competitions under the supervision of a coach or sponsor. For the purposes of this policy, hazing also includes humiliation tactics, forced social isolation, verbal or emotional abuse, forced or excessive consumption of food or liquids, or any activity that requires a student to engage in illegal activity.
- 2.4 Intimidation – Intentionally coercing or frightening someone to do something against his or her will, or to not do something the he or she would have done were it not for the intimidating behavior.

- 2.5 Threat – Expressing an intention to inflict injury or damage to another person or property. Threats may be direct, indirect, conditional or veiled in nature.
- 3.0 **Prevention.** Building administrators shall educate students, staff and parents about the seriousness of bullying, harassing, hazing, intimidation and/or threatening behavior. Principals shall take steps to prevent such behavior and intervene appropriately when such behavior occurs. Examples of strategies principals may employ include implementing school-wide prevention and intervention programs, and providing reporting procedures for victims or witnesses of the behaviors prohibited by this policy.
- 4.0 **Consequences.** Violations of this policy are detrimental to the welfare and safety of the victim, as well as disruptive to the school learning environment. Consequences up to and including suspension or expulsion may be warranted for single, severe violations or for a pattern of violations.
- 4.1 The typical progression of interventions for violations of this policy is:
- 4.1.1 **1st Offense** – Warning and education about this policy, parent contact, and school-based sanctions as determined by school administration.
- 4.1.2 **2nd Offense** – Extended education about the policy, parent conference, school-based sanctions that may include out-of-school suspension. Repeat violations typically warrant alternative to suspension education programming and individualized plans to mediate the situation.
- 4.1.3 **3rd Offense** – Increased interventions up to and including extended suspensions and referral for expulsion.
- 4.2 Additional factors as identified in District Policy 5010 may also be considered in determining appropriate sanctions and interventions.
- 4.3 Serious, single violations of this policy, as determined by school administration, may be referred to law enforcement and/or may result in further assessment by school officials to consider the degree to which the offender poses a safety concern.
- 5.0 **Reporting Expectations.** As more specifically described below, all administrators, teachers, classified staff, parents/guardians and students should take all reasonable steps to prevent and address bullying, harassment, hazing, intimidation or threatening behavior.
- 5.1 All students who believe they have been victims of bullying, harassment, hazing, intimidation or threatening behavior-are strongly encouraged to immediately report the situation to school personnel.
- 5.2 Parents/guardians who believe that their students have been victims of bullying and/or other types of behavior prohibited by this policy are also strongly encouraged to report the situation to school personnel.
- 5.3 All students who witness bullying, harassment, hazing, intimidating or threatening behavior are expected to make all reasonable efforts to seek the help of school staff. Failure to report such behavior is detrimental to the school learning environment and may be grounds for disciplinary consequences.
- 5.4 All administrators, teachers, and classified staff who receive reports of and/or witness student bullying, harassment, hazing, intimidation or threatening behavior, in any circumstance, shall immediately take appropriate action to stop the behavior. Such behaviors shall be reported to school administration. Failure to report such behavior is detrimental to the school learning environment and may be grounds for corrective action.

- 5.5 Each school administrator shall ensure that reports of bullying, harassment, hazing, intimidation or threatening behavior are promptly and thoroughly investigated. Administrators are directed to attend to the needs of the victim(s) of the behavior as well as to issue sanctions or interventions as warranted according to policy, and to address broader issues of school culture and climate of which the behavior may be symptomatic.
- 5.6 If a student or student's parent/guardian makes a report to a school administrator pursuant to this policy and does not receive a response within a reasonable amount of time after making the report, the student or student's parent/guardian may submit the report to the responsible Executive Director of Schools to request a response and/or other action. The Executive Director should follow-up with the student or student's parent/guardian within 20 school days of receipt, absent extenuating circumstances, including but not limited to the need to conduct an investigation.

LEGAL REFERENCES:

C.R.S. 22-32-109.1

C.R.S. 22-33-106

CROSS REFERENCES:

Policy 5000

Policy 5010

Policy 5120

Policy 8400

Policy 8410