

Board Policy G-20: Bullying, Cyber-bullying, Hazing, ~~and~~ Abusive Conduct, and Retaliation Prohibited



REFERENCES

[G-20: Administrative Procedures, Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited](#)

[Utah Code Ann. §53G-8-202 et seq., School Discipline and Conduct Plans](#)

[Utah Code Ann. §53G-9-601 et seq., Bullying and Hazing, Definitions](#)

[Utah Code Ann. §53G-9-602 et seq., Bullying, Hazing, and Cyber-Bullying, Prohibited](#)

[Utah Admin. Code R277-609, Standards for LEA Discipline Plans and Emergency Safety Interventions](#)

[Utah Admin. Code R277-613, LEA Policies and Training Regarding Bullying, Cyber-Bullying, Hazing, Retaliation, and Abusive Conduct Policies and Training](#)

THE POLICY

The Salt Lake City School District Board of Education is committed to providing a safe learning and working environment to all district students and school employees that is free from bullying, cyber-bullying, hazing, and abusive conduct. The prohibition of such conduct also includes the sharing of any recording of an act of bullying, cyber-bullying, hazing, abusive conduct, or retaliation in order to impact or encourage future incidents. Such actions are illegal and abusive and can negatively affect not only an individual's learning or working environment, but also their health and well-being. The district will create an action plan and communicate with the parents of all students involved in any incident in accordance with state law.

The district has the authority to discipline employees and students for on-site violations of this policy and its accompanying administrative procedures; off-site violations that significantly impact the individual's learning or working environment will also be addressed through this process. Any violation by a student will result in appropriate discipline up to and including suspension and expulsion. Violations may also affect a student's participation in extracurricular activities. Any violation by an employee will result in discipline up to and including termination. Any violation by a parent or guardian may result in that individual being prohibited from being on campus, including attending school--related or school--sponsored events. In addition, conduct by any individual that rises to the level of suspected criminal activity will be referred to law enforcement.

The purpose of this policy is to prevent and eliminate bullying, cyber-bullying, hazing, ~~and~~ abusive conduct, and retaliation within the district.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.

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