

Hazing, Harassment, Bullying (HHB), and Retaliation

***HHB Overview:**

Barre Town Middle/Elementary School (BTMES) is committed to providing all students PreK through 8th Grade with a safe and supportive school environment in which all members of the school community are treated with the utmost dignity and respect. Any students who believe that they have been hazed, harassed, and/or bullied under the Barre Unified Union School District's (BUUSD) Policies and Procedures (*links provided below*), or witnesses and/or have knowledge of alleged conduct that they reasonably believe might constitute hazing, harassment and or/bullying, should promptly report the conduct in question to a designated school employee.

***HHB Designated Employees:**

The following BTMES employees have been designated by the BUUSD to receive complaints of HHB pursuant to the District's Policy and 16 V.S.A. §570a(a)(7) and 16 V.S.A. §570c(7) and under federal anti-discrimination laws.

- **Elementary School HHB Lead Investigator: Alice Harding (Behavior Specialist)**
 - **Phone Number:** (802) 476-6617 Ex. 6181
 - **Email:** ahardbte@buusd.org
- **Middle School HHB Lead Investigator: Michaela Morris (Behavior Specialist)**
 - **Phone Number:** (802) 476-6617 Ex. 6289
 - **Email:** mmorrbte@buusd.org
- **BTMES HHB Decision Maker: Ted Mills (Assistant Principal)**
 - **Phone Number:** (802) 476-6617 Ex. 6241
 - **Email:** tmillbte@buusd.org

***HHB Definitions:**

Hazing means any intentional, knowing or reckless act committed by a student, whether individually or in concert with others, against another student: In connection with pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization which is affiliated with the educational institution; and (1) Which is intended to have the effect of, or should reasonably be expected to have the effect of, endangering the mental or physical health of the student.

Harassment means an incident or incidents of verbal, written, visual, or physical conduct,

including any incident conducted by electronic means, based on or motivated by a student's or a student's family member's actual or perceived race, creed, color, national origin, marital status disability, sex, sexual orientation, or gender identity, that has the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student's educational performance or access to school resources or creating an objectively intimidating hostile, or offensive environment.

(1) Sexual harassment, which means unwelcome conduct of a sexual nature, that includes sexual violence/sexual assault, sexual advances, requests for sexual favors, and other verbal, written, visual or physical conduct of a sexual nature, and includes situations when one or both of the following occur: (i) Submission to that conduct is made either explicitly or implicitly a term or condition of a student's education, academic status, or progress; or (ii) Submission to or rejection of such conduct by a student is used as a component of the basis for decisions affecting that student.

Sexual harassment may also include student-on-student conduct or conduct of a non-employee third party that creates a hostile environment. A hostile environment exists where the harassing conduct is severe, persistent or pervasive so as to deny or limit the student's ability to participate in or benefit from the educational program on the basis of sex.

(2) Racial harassment, which means conduct directed at the characteristics of a student's or a student's family member's actual or perceived race or color, and includes the use of epithets, stereotypes, racial slurs, comments, insults, derogatory remarks, gestures, threats, graffiti, display, or circulation of written or visual material, and taunts on manner of speech and negative references to cultural customs

(3) Harassment of members of other protected categories, means conduct directed at the characteristics of a student's or a student's family member's actual or perceived creed, national origin, marital status, disability, sex, sexual orientation, or gender identity and includes the use of epithets, stereotypes, slurs, comments, insults, derogatory remarks, gestures, threats, graffiti, display, or circulation of written or visual material, taunts on manner of speech, and negative references to customs related to any of these protected categories.

Bullying means any overt act or combination of acts, including an act conducted by electronic means, directed against a student by another student or group of students and which: (a.) Is repeated over time; (b.) Is intended to ridicule, humiliate, or intimidate the student; and (c.)(i) occurs during the school day on school property, on a school bus, or at a school-sponsored activity, or before or after the school day on a school bus or at a school sponsored activity; or (ii) does not occur during the school day on school property, on a school bus or at a school sponsored activity and can be shown to pose a clear and substantial interference with another student's right to access educational programs.

Retaliation is any adverse action by any person against a person who has filed a complaint of

harassment, hazing or bullying or against a person who assists or participates in an investigation, proceeding or hearing related to the harassment complaint. Such adverse action may include conduct by a school employee directed at a student in the form of intimidation or reprisal such as diminishment of grades, suspension, expulsion, change in educational conditions, loss of privileges or benefits, or other unwarranted disciplinary action. Retaliation may also include conduct by a student directed at another student in the form of further harassment, intimidation, and reprisal.

***HHB Disciplinary/Remedial Action Steps:**

By law and Section 4 of the District's Procedures on the prevention of HHB of students, BTMES is required to take prompt and appropriate action to help stop the hazing, harassment, and/or bullying, and prevent any recurrence of the misconduct to remedy its effects on the victim(s). In doing so, both disciplinary and remedial action steps are considered. Disciplinary and/or remedial action may include but not be limited to an age-appropriate warning, reprimand, education, training and counseling, transfer, suspension, and/or expulsion of a student. A series of escalating consequences may be necessary if the initial steps are ineffective in stopping the hazing, harassment, and/or bullying. To prevent recurrences, counseling for the offending students may be appropriate to help them understand the implications of their behavior and the effects it can have on the victim(s). Depending on how widespread the hazing, harassment, and/or bullying is and whether there have been any prior incidents, BTMES may also provide training for the larger school community to help ensure that students, parents/legal guardians, and teachers can recognize hazing, harassment, and bullying if it recurs and know how to respond with the utmost urgency and appropriateness.

***BUUSD HHB Links:**

- (CODE C10) POLICY ON THE PREVENTION OF HARASSMENT, HAZING, AND BULLYING OF STUDENTS
 - <https://resources.finalsite.net/images/v1665065333/bsuvtorg/ykthm476atteb7ddf/axl/C10-PreventionofHarrassementHazingandBullyingofStudents.pdf>
- (CODE C10-P) MODEL PROCEDURES ON THE PREVENTION OF HARASSMENT, HAZING, AND BULLYING OF STUDENTS

<https://resources.finalsite.net/images/v1561035246/bsuvtorg/llyqurmti8oki2kfze68/C10-P-ModelProceduresonthePreventionofHarrassementHazingandBullyingofStudents.pdf>