



## **Boys' Latin of Philadelphia Charter School Bullying Policy** *Reviewed 8/6/2025*

### **Policy Statement:**

The Board of Education prohibits acts of harassment, intimidation, or bullying (HIB) of a student. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. HIB, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate HIB.

Section 1303.1-A. Policy Relating to Bullying.--(a) No later than January 1, 2009, each school entity shall adopt a policy or amend its existing policy relating to bullying and incorporate the policy into the school entity's code of student conduct required under 22 Pa. Code § 12.3(c) (relating to school rules). The policy shall delineate disciplinary consequences for bullying and may provide for prevention, intervention and education programs, provided that no school entity shall be required to establish a new policy under this section if one currently exists and reasonably fulfills the requirements of this section. The policy shall identify the appropriate school staff person to receive reports of incidents of alleged bullying.

### **Bullying Defined:**

Bullying of any sort is forbidden at all times. Bullying is defined as any gesture, written, verbal or physical act, or electronic communication reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on or off school property, at any school-sponsored function, on a school bus or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students. Bullying is any gesture, written, verbal or physical act that:

- A reasonable person should know will have the effect of physically or emotionally harming a student or damaging the student's property, or placing the student in reasonable fear of physical or emotional harm to his person or property; or
- Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school;
- Creates a hostile environment at school for the student; or
- Infringes on the rights of the student at school.

### **Student Expectations:**

The Board of Directors expects students to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities, and the care of school facilities and equipment consistent with the Student Code of Conduct.

The Board believes that standards for student's behavior must be set cooperatively through interaction among the students, parents, school employees, school administrators, school volunteers, and community

representatives, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of pupils, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the Student Code of Conduct as opportunities to help students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent pupil conduct problems and foster students' abilities to grow in self-discipline.

The Board expects that students will act in accordance with the student behavioral expectations and standards regarding HIB including:

- Students will adhere to the Boys' Latin students code of conduct.
- Students will adhere to the Boys' Latin core values.
- Students will be a positive member of the Boys' Latin Community.

The board prohibits active or passive support for acts of HIB. Students are encouraged to support other students who:

- Walk away from acts of harassment, intimidation, and bullying when they see them;
- Constructively attempt to stop acts of harassment, intimidation, or bullying;
- Provide support to students who have been subjected to harassment, intimidation, or bullying; and
- Report acts of harassment, intimidation, and bullying to the designated school staff member.

#### **Range of Responses to an Incident of Harassment, Intimidation, or Bullying:**

The Board authorizes the Principal, to define the range of ways in which school staff will respond once an incident of HIB is confirmed, and the school shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of HIB may be isolated incidents requiring the school officials to respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of HIB that they require a response either at the classroom, school building, or school district level or by law enforcement officials.

Consequences and appropriate remedial actions for a pupil who commits an act of HIB may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under Student Code of Conduct.

In considering whether a response beyond the individual level is appropriate, school officials shall consider the nature and circumstances of the act, the degree of harm, the nature and severity of the behavior, past incidences or past or continuing patterns of behavior, and the context in which the alleged incident(s) occurred. For every incident of HIB, the school officials must respond appropriately to the individual who committed the act. The Board is encouraged to set the parameters for the range of responses to be established by the CEO and Principal. The range of responses to confirmed HIB, acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

- Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report, or other legal action).

- Classroom responses can include class discussions about an incident of harassment, intimidation or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
- School responses can include theme days, learning station programs, parent programs, and information disseminated to pupils and parents or guardians, such as fact sheets or newsletters communication devices or strategies for fostering expected pupil behavior.

Additionally, the school will support victims of HIB through a range of strategies, which could include, but not be limited to, the following actions for individual victims: counseling; teacher aides; hallway and playground monitors; schedule changes; before and after school supervision; school transportation supervision; school transfers; and therapy.

### **Harassment, Intimidation, and Bullying Off School Grounds:**

The Handbook Policy and the Student Code of Conduct apply to instances when a school employee is made aware of alleged HIB occurring off school grounds when:

- A reasonable person should know will have the effect of *physically or emotionally* harming a student or damaging the student's property, or placing the student in reasonable fear of *physical or emotional* harm to his person or property; or
- Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school;
- Creates a hostile environment at school for the student; or
- Infringes on the rights of the student at school.

### **Consequences and Appropriate Remedial Actions:**

#### ***Factors for Determining Consequences:***

The Board of Directors requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of HIB, consistent with the Student Code of Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of HIB by students.

#### ***Factors for Determining Consequences:***

- Age, developmental and maturity levels of the parties involved and their relationship to the school district;
- Degrees of harm;
- Surrounding circumstances;
- Nature and severity of the behavior(s);
- Incidences of past or continuing patterns of behavior;
- Relationships between the parties involved; and
- Context in which the alleged incidents occurred

Consequences and appropriate remedial action for a student who commits one or more acts of HIB may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Student Code of Conduct. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to HIB. The consequences and remedial measures may include, but are not limited to, the examples listed below:

#### ***Examples of Remedial Actions:***

- Admonishment;
- Temporary removal from the classroom;
- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week;
- After-school programs;
- Out-of-school suspension (short-term or long-term);
- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from providing services, participating in school-district sponsored programs, or being in school buildings or on school grounds.

**Closing:**

All HIB instances are unique and individual to the situation. This policy acts as a framework to help guide our school in creating a safe school for all students.