



Series: 200 Ethics Policies

224 Anti-Bullying Policy

I. Purpose

The Environmental Charter School ("ECS" or the "School") adopts this policy as part of its effort to provide at all times a safe school environment.

II. Policy

Bullying, like other disruptive or violent behaviors that disrupt both a student's ability to learn and a school's ability to educate its students in a safe environment, is prohibited at ECS. Because students learn by example, ECS administrators, faculty, staff and volunteers are directed to demonstrate appropriate behavior, to treat others with civility and respect, and to refuse to tolerate bullying.

"Bullying" [Bullying] is defined as an intentional electronic, written, verbal or physical act, or a series of acts:

1. directed at another student, students or employees, who have difficulty defending themselves;
2. which occur in a "school setting" or outside of school and materially and substantially interfere with the educational process or program at the School such as to create a sufficient nexus with the School, as allowed by law;
3. that are severe, persistent, pervasive, purposeful and involve an imbalance of power; and
4. that have the effect of doing any of the following:
 - a. substantially interfering with a student's education;
 - b. creating a threatening environment; or
 - c. substantially disrupting the orderly operation of ECS.

A "school setting" [school setting] shall mean in ECS, on ECS grounds, on ECS property, in ECS vehicles, at designated bus stops or at any activity sponsored, supervised or sanctioned by ECS, and any time spent necessarily traveling to and from these locations. Additionally, any student whose out of school conduct materially and substantially interferes with the educational process in ECS is also subject to this policy.

Bullying shall also include any hazing which is defined as putting a student in any situation which recklessly endangers the safety and/or well being of a student for purposes of initiation or affiliation with an organized group [Hazing].



Bullying also includes cyber-bullying which is any form of verbal or psychological bullying that may occur on the Internet through social media [Cyber-Bullying]. Cyber-bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student, teacher, or employee of ECS by sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, or website postings including any social networking accounts, for example, blogs.

Students shall conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students, employees, volunteers, and vendors. ECS believes that standards for student behavior must be set cooperatively through interaction among the students, parents and guardians, employees, and community members of the School, 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 ECS and community property on the part of students, employees and community members.

Since bystander support of bullying can bolster these behaviors, the School prohibits both active and passive support for acts of bullying. The staff should encourage all students to intervene where possible when they see these acts and to report them to the applicable building Principal.

Consequences and appropriate remedial actions for a student or employee who commits one or more acts of bullying may range from positive behavioral interventions up to and including in School or out of School suspension, or expulsion or other disciplinary removal from the School, in the case of a student, or suspension or termination in the case of an employee, as set forth in ECS's approved Student Handbook or Employee Handbook.

Consequences for a student who commits an act of bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance, and must be consistent with the ECS's approved code of student conduct. Restorative measures shall be designed to correct the problem behavior, prevent another occurrence of the behavior, and protect the victim of the act. The Board requires the Principal and/or his/her designee at ECS to be responsible for receiving complaints alleging violations of this policy. All ECS employees are required to report alleged violations of this policy to the Principal. All other members of the ECS community, including students, parents, volunteers, and visitors, are encouraged to report



any act that may be a violation of this policy. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.

The Principal and/or his/her designee shall determine whether an alleged act constitutes a violation of this policy. In so doing, the Principal and/or his/her designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. ECS prohibits reprisal or retaliation against any person who reports an act of bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.

ECS prohibits any person from falsely accusing another of bullying. The consequences and appropriate remedial action for a student found to have falsely accused another of bullying may range from positive behavioral interventions up to and including suspension or expulsion. Consequences and appropriate remedial action for an ECS employee found to have falsely accused another of bullying shall be disciplined in accordance with ECS policies, procedures, and agreements.

Each year, ECS will disseminate this policy to all staff, students, and parents, along with a statement explaining that it applies to all applicable acts of bullying that occur in ECS, on ECS grounds, on ECS property, in ECS vehicles, at designated bus stops or at any activity sponsored, supervised or sanctioned by ECS, and any time spent necessarily traveling to and from these locations. Additionally, any student's out of School conduct that materially and substantially interferes with the educational process at ECS is also subject to this policy.

III. Legal Authority

Public School Code, Charter School Law, Title 22 of Chapter 12 of the Pennsylvania Code, Chapter 711 of Title 22 of the Pennsylvania Code, Chapter 15 of Title 22 of the Pennsylvania Code

Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

IV. Last Revised

March 19, 2025

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE LOCAL, STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.



ADOPTED this 19th day of March, 2025.
As Resolution 2025-03-2157
Signed Copies located in Administrative Offices