

**Union Catholic High School
Harassment, Intimidation, and Bullying Policy
2025-2026**

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NOTHING IN THIS POLICY SHALL BE INTERPRETED TO PROHIBIT OR ABRIDGE IN ANY WAY ANY STATEMENTS OR EXPRESSIONS OF OUR CATHOLIC FAITH, OR THE EXERCISE OF OUR BELIEFS AS CATHOLICS, OR INTERFERE IN ANY WAY WITH THE TENETS OF OUR CATHOLIC RELIGION.

A. Policy Statement and Development

Union Catholic High School is a faith-based learning institution, built on the core values of compassion, community, honesty, respect and responsibility and the traditions of our faith as Roman Catholics. As such, acts of harassment, intimidation, or bullying are prohibited. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, 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, and it is not in accord with the core values of our school and our religion. 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 harassment, intimidation, or bullying.

B. Policy Development

This policy has been developed based on the disciplinary regulations adopted by Union Catholic High School and the core values of Union Catholic High School.

This policy is available on the Union Catholic website.

C. Harassment, Intimidation, and Bullying Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is 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 school property, at any school-sponsored function, or 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, and that

- a. a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his/her person or damage to his/her property;
- b. has the effect of insulting or demeaning any student or group of students in such a way as to cause disruption in, or interference with, the orderly operation of the school; or
- c. creates a hostile educational environment by interfering with or by severely or pervasively causing physical or emotional harm.

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, or computer.

D. Student Behavior Expectations

Union Catholic High School expects students to conduct themselves commensurate with Christian attitudes, morals, and values.

The standards for student behavior are based on positive interactions among students, parents, school employees, school administrators, school volunteers, and community representatives, producing an atmosphere that nurtures the maturation of the whole person. The development of this atmosphere requires adherence to the Union Catholic core values of compassion, community, honesty, respect and responsibility.

Students and school staff are expected to provide support to students who have been subjected to harassment, intimidation, or bullying by reporting acts of harassment, intimidation, and bullying and by coming to the aid of the victim.

E. Consequences and Appropriate Actions for Remediation

The following factors, at a minimum, will be given meaningful consideration by school administrators in the implementation of appropriate remediation for each act of harassment, intimidation, or bullying by students.

Factors for Determining Appropriate Actions for Remediation

1. Ages and maturity levels of the parties involved;
2. Degrees of harm;
3. Surrounding circumstances;
4. Nature and severity of the behavior(s);
5. Incidences of past or continuing patterns of behavior;
6. Relationships between the parties involved;
7. Context in which the alleged incidents occurred;
8. School culture;
9. School climate;
10. Staff ability to prevent and manage difficult or inflammatory situations; and
11. Social-emotional and behavioral supports.

Appropriate action for remediation may range from positive behavioral interventions up to and including suspension or expulsion.

The consequences and actions for remediation may include, but are not limited to, the examples listed below:

Examples of Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Deprivation of privileges;
4. Referral to disciplinarian;
5. Detention;
6. After-school programs;
7. Saturday suspension;
8. Reports to law enforcement or other legal action;
9. Expulsion; and
10. Bans from participating in school-sponsored programs and activities, or being in school buildings or on school grounds.

Examples of Actions for Remediation

1. Referral for student counseling;
2. Restitution and restoration;
3. Corrective instruction or other relevant learning or service experience;
4. Referral to Student Intervention Team;
5. Behavioral or psychological assessment or evaluation;
6. Behavioral management plan, with benchmarks that are closely monitored;
7. Involvement of school disciplinarian;
8. Strategies to improve the conditions contributing to harassment, intimidation, or bullying;
9. School climate improvement;
10. School policy and procedures revisions;
11. Modifications of schedules;
12. Adjustments in hallway traffic;
13. Targeted use of monitors (e.g., hallway, cafeteria, bus);
14. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
15. General professional development programs for certificated and non-certificated staff;
16. Disciplinary action and/or professional development plans for involved staff; and
17. Law enforcement (e.g. school resource office, juvenile officer) involvement.

F. Harassment, Intimidation, and Bullying Reporting Procedure

Complaints alleging violations of this Policy should be directed to Harassment, Intimidation, and Bullying (HIB) Policy Coordinator, Dr. Jennifer Dixon. All school employees and volunteers are required to report alleged violations of this Policy. All other members of the school (students, parents, visitors) are encouraged to report violations of this Policy. Reports may be made anonymously, however formal action for violations may not be taken solely on the basis of an anonymous report.

G. Harassment, Intimidation, and Bullying Investigation

When a complaint of an alleged violation has been received, which is not handled in the first instance by the teacher or administrator witnessing it, the HIB Policy Coordinator will initiate the appropriate investigation and determine consequences and remedial actions.

H. Reprisal, Retaliation and False Accusation Prohibition

Union Catholic High School prohibits any school employee, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or person with reliable information, that an act of harassment, intimidation, or bullying has occurred and who reports it. The consequences and appropriate actions for remediation for a person who engages in reprisal, retaliation or false accusation shall be determined by the administration after consideration of the nature, severity and circumstances of the act.

I. Harassment, Intimidation, and Bullying Training and Prevention Programs

Union Catholic High School provides ongoing training and development programs, emphasizing our Catholic faith and core values of compassion, community, honesty, respect and responsibility. In addition, the school shall provide training on the Harassment, Intimidation, and Bullying Policy to students, school employees and volunteers who have significant contact with students.

J. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment and Review

A process will be developed and implemented to annually:

1. Conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, with input from stakeholders;
2. Discuss the Harassment, Intimidation, and Bullying Policy with school employees, volunteers, parents and students; and
3. Document, and assess harassment, intimidation, and bullying prevention programs and initiatives.

K. Contact Information

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