

Book	Policy Manual
Section	(C) STUDENTS
Title	Policy C130 - Bullying And Other Unlawful Harassment
Code	C130
Status	Active
Adopted	March 13, 2013
Last Revised	June 21, 2017
Last Reviewed	March 12, 2025
Prior Revised Dates	4/13/22, 3/13/19, 6/21/17

Policy Number: C130

Title: Bullying and Other Unlawful Harassment

Section: Students

I. Purpose

EASTERN strives to provide a safe, positive learning climate for students in the schools. Therefore, it shall be EASTERN's policy to maintain an educational environment in which bullying or other harassment by students in any form is not tolerated.

II. Definitions

Bullying means systematic harassment, attacks or intentional electronic, written, verbal or physical acts, perpetrated by a student or group of students, on another student or students, which meets all of the following criteria:

- A. Occur during the school day, on school property, on a school bus, or at a school-sponsored activity or event;
- B. Are severe, persistent or pervasive; and
- C. Include any written, verbal or physical act including, but not limited to:
 - 1. Written intimidating/ threatening, and/or demeaning letters, notes, messages, emails and/or any other electronic means
 - 2. Verbally intimidating/ threatening comments, slurs, innuendos, or taunting
 - 3. Visual gestures
 - 4. Physical hitting, slapping, kicking, pinching etc.
 - 5. Making reprisals, threats of reprisal, or implied threats of reprisal, social isolation or manipulation of a student
 - 6. Engaging in implicit or explicit coercive behavior to control, influence, or affect the health and well-being of a student
 - 7. Any other behavior or acts which has the effect of substantially interfering with a student's education, creates an intimidating or threatening educational environment, or substantially disrupts the orderly operations of the school.

Bullying also includes acts that occur outside of a school setting if those acts, directed at another EASTERN student, are severe, persistent and pervasive and have the effect of substantially interfering with a student's education, create a threatening environment, or substantially disrupting the operation of the school;

"Cyber bullying" shall mean forms of verbal or psychological bullying that occur on the Internet through email, instant messaging, or social media, etc. 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 EASTERN by sending or posting inappropriate or derogatory e-mail messages, instant messages, text messages, digital pictures, or images, or

web site posting (including blogs). All forms of cyber bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of EASTERN, offenders shall be subject to appropriate discipline.

"Ethnic harassment" includes the use of any derogatory word, phrase or action characterizing a given racial or ethnic group that creates an offensive educational environment.

"Harassment" is defined as conduct where a student strikes, shoves, kicks or otherwise subjects another student, staff member or other person to physical contact or attempts or threatens to do the same or when a student commits acts or engages in a course of conduct which demonstrates (a) an attempt to place the person in reasonable fear or bodily injury; (b) an intent to cause substantial emotional distress to the person; (c) hostile, offensive or derogatory remarks; (d) physical interference with another student's movements; or (e) offensive or abusive behavior having the purpose or effect of interfering with an individual's academic pursuits or going to and from school. The term harassment includes but is not limited to slurs, jokes, bullying, hazing or other verbal, graphic or physical conduct relating to an individual's race, color, religion, ancestry, gender, national origin, age, handicap/disability, or sexual preference.

"Sexual harassment" shall consist of unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal, written or physical conduct of a sexual nature when such conduct has the purpose or effect of substantially interfering with the student's school performance or creating an intimidating, hostile or offensive education or social environment for a student, staff member or other person. Examples of sexual harassment include but are not limited to sexual flirtations, advances, touching or propositions; verbal or written abuse of a sexual nature; graphic or suggestive comments about an individual's dress or body; sexually degrading words to describe an individual; jokes, pin-ups, calendars, objects, graffiti, vulgar statements, abusive language, innuendoes, references to sexual activities, overt sexual conduct, or any conduct that has the effect of unreasonably interfering with a person's ability to work or learn or which creates an intimidating, hostile or offensive learning or working environment.

III. Prohibition against Bullying and Other Unlawful Harassment

All forms of sexual, ethnic and/or other harassment, including bullying and cyber bullying, by EASTERN students are strictly prohibited and shall constitute a violation of this policy.

Each staff member shall be responsible to maintain an educational environment free from all forms of harassment, including bullying.

Each student shall be responsible to respect the rights of their fellow students and others with the goal of creating and ensuring an atmosphere free from all forms of prohibited harassment and bullying.

EASTERN shall inform students, staff, parents, independent contractors and volunteers that harassment or bullying of students will not be tolerated, by a variety of methods including publication in handbooks and presentations to students and staff when appropriate.

IV. Reporting

EASTERN encourages students and other persons who have been harassed and/or bullied or observe harassment and/or bullying to report promptly such incidents to the Executive Director, teachers, counselors, nurses, or other administrators. However, since students may not always refer a complaint directly to the Executive Director or designated employees, all employees should be trained to refer the complaint to the Executive Director or other designated employees.

The Joint Committee directs that complaints of harassment or bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the EASTERN's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith charges of harassment or bullying.

Students shall be informed that they may choose to report harassment and bullying complaints to building principals, teachers, counselors, nurses, and administrators.

V. Delegation of Authority

The administration shall report the circumstances to law enforcement officials and the District Attorney's office as required by law or where reasonable grounds exist that a crime may have been committed.

The Executive Director shall ensure that procedures for resolving complaints involving harassment and bullying by students are developed and made part of administrative procedures. The procedures shall be distributed periodically to all employees and students as applicable and posted in a prominent location in each school building.

Adopted: 03/13/13
Reviewed: 6/21/17
Reviewed: 3/13/19
Reviewed: 4/13/22
Reviewed: 3/12/25

See also:

- DP C130 - Bullying and Other Unlawful Harassment
- High School Classroom Posting Bullying
- Bullying Incident Report