

SUMMARY OF POLICY 3510 “BULLYING AND HAZING”

The Washington County School Board is committed to protecting its students, employees and school guests from bullying or harassment of any type, for any reason. The School Board believes that all students, employees or guests are entitled to a safe, equitable and harassment-free school experience. Bullying or harassment in any form will not be tolerated and shall be just cause for disciplinary action. Conduct that constitutes bullying or harassment will be dealt with immediately and consistently.

“Bullying” is aggressive behavior that is intentional and involves an imbalance of power or strength. A person is bullied or victimized when he/she is exposed repeatedly and over time to negative actions on the part of one or more persons. Therefore "Bullying" means intentionally or knowingly committing an act that endangers the physical, and/or emotional health or safety of a student, a school employee, or a school guest. Any act involving any of the following elements will be considered bullying: (1) physical brutality, (2) forced or involuntary consumption of any food, liquor, drug, or other substance, (3) coerced actions or activities of a sexual nature or with sexual connotations, (4) physically obstructing freedom of movement, (6) verbal intimidation, such as teasing and name calling, (7) non-verbal and emotional intimidation through gestures, social exclusion. The conduct described above constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

"Cyber-bullying" is a form of bullying involving the use of email, instant messaging, chat rooms, cell phones, or other forms of information technology.

"Hazing" is a form of bullying done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for, membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event.

No school employee, student, or guest, may engage in bullying, Hazing or cyber-bullying anyone else: (1) on school property, (2) at a school related or sponsored event, (3) on a school bus, (4) at a school bus stop; or (5) while the school district employee or student is traveling to or from a location or event described above.

To report violations anonymously:

- Call: 435-634-1967
- Email: ineedtoreport@schsmail.net

Each reported complaint shall include: (1) name of complaining party; (2) name of offender (if known); (3) date and location of incident(s); (4) a statement describing the incident(s), including names of witnesses.

Each reported violation of the prohibitions noted previously shall be promptly investigated by a school administrator or an individual designated by a school administrator. Formal disciplinary action is prohibited based solely on an anonymous report of bullying, hazing, or retaliation.

Consequences or penalties may include but are not limited to:

- Student suspension or removal from a school-sponsored team or activity including school sponsored transportation.
- Student suspension or expulsion from school or lesser disciplinary action.
- Employee suspension or termination for cause or lesser disciplinary action.
- Employee reassignment.

Discipline actions must also include, as appropriate:

- Procedures for protecting the victim and other involved individual from being subjected to further bullying or retaliation for reporting the bullying or hazing.
- Prompt reporting to law enforcement of all acts that constitute suspected criminal activity.
- Prompt reporting to the Office of Civil Rights (OCR) of all acts that may be violations of civil rights.
- Procedures for providing due process rights under Section 53A-8-102