

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

Subject: Harassment, Including Intimidation, Hazing, Menacing, Bullying, and Cyberbullying
(Employee)

Policy Number: GBNA Effective Date: 11/2018

Date of Original Policy and Revisions: 11/18

Cancels Policy No.: GBN Dated: 12/88, 11/93, 12/95, 1/99, 6/99, 1/00, 6/01, 10/06, 2/09, 10/11, 4/15

Date of Next Review: 11/2021

POLICY

Harassment, including intimidation, hazing, menacing, bullying, and cyberbullying will not be tolerated in the Bethel School District, on the area immediately adjacent to school grounds, on school-provided transportation or at any official school bus stop, activity, program, event, internship, or trip sponsored by the district. Additionally, incidents of harassment, including intimidation, hazing, menacing, bullying, and cyberbullying that interfere with or disrupt the educational process are prohibited.

This policy gives notice to all employees that all harassment, including intimidation, hazing, menacing, bullying, and cyberbullying allegations shall be investigated and dealt with quickly and effectively.

A learning and working environment, free from harassment, including intimidation, bullying, and, cyberbullying, shall be available to all employees, volunteers, and district representatives in the Bethel School District.

HARASSMENT, INTIMIDATION, AND BULLYING

Harassment, including intimidation and bullying, is defined as unwanted behavior of a nonverbal, verbal, written, graphic, sexual, or physical nature. Harassment is often related to the protected class status of a person. "Protected class" means a group of persons distinguished or perceived to be distinguished by disability, race (see Policy JFCFA – Racial Harassment), color, national origin, ethnicity, cultural background, religion, veterans' status, genetic information, sex, gender¹, sexual orientation², age, marital status, socioeconomic status, source of income, familial status, physical characteristic, or linguistic characteristics of a national origin group. Harassment includes any act that substantially interferes with an employee's, volunteers, or district representative's benefits, opportunities, and performance, or that has the effect of:

- Physically harming a person or endangering someone's property
- Knowingly placing someone in reasonable fear of physical harm to the person or damage to the person's property
- Creating a hostile work environment

Hazing

Hazing includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student, staff, or volunteer for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored/work activity or grade level attainment, (i.e., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced

¹ Gender refers to gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated within the individual's sex at birth.

² "Sexual orientation" means an individual's actual or perceived heterosexuality, homosexuality, or bisexuality.

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prolonged exclusion from social contact, sleep deprivation or any other forced activity that could adversely affect the mental or physical health or safety of an employee or volunteer); requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; assignment of pranks to be performed or other such activities intended to degrade or humiliate regardless of the person's willingness to participate.

Menacing

Menacing includes, but is not limited to, any act intended to place a student, school employee, volunteer, district representative or parent/guardian in fear of imminent serious physical injury.

Cyberbullying

"Cyberbullying" is the use of any electronic communication device to convey a message in any form (text, image, audio, game, or video) that defames, intimidates, harasses or is otherwise intended to harm, insult, or humiliate another in a deliberate, repeated, or hostile and unwanted manner under a person's true, false, or misrepresented identity. In addition, any communication of this form that disrupts or prevents a safe and positive educational or working environment may also be considered cyberbullying. Use of personal communication devices or district property to harass another is prohibited.

Examples of cyberbullying include but are not limited to the following:

- sending or posting mean, vulgar, or threatening messages or images;
- posting sensitive, private information about another person; or,
- targeted use of computer viruses to intentionally degrade, disrupt, or damage another person's files or equipment.

Process and Consequences (See Administrative Rule GBNA: Harassment, including Intimidation, Bullying, and Cyberbullying – Employee, for complaint procedures)

Any employee, volunteer, or district representative who violates policy GBNA, or who witnesses and fails to report such violation as soon as possible, shall be subject to appropriate disciplinary action.

1. Employees, volunteers, or other district representatives who perceive that they are the object of harassment, including intimidation, bullying, or cyberbullying shall, at the earliest opportunity, report the incident to a building or central office administrator, unless the Superintendent is the alleged perpetrator and then it shall be reported to the Board Chair who shall consult the district's legal counsel. If the allegation is reported to the building administrator, that administrator shall notify the Superintendent or designee. The allegation, unless leveled against the Superintendent, shall be investigated by the building administrator and a central office administrator, and discipline shall be enforced as it is necessary. If the complaint is found to be without merit, or cannot be substantiated, all parties shall be so notified.
2. Individuals determined to be guilty of harassment, including intimidation, bullying, or cyberbullying, shall have the right to appeal the determination to the Superintendent and the Board of Directors.

REPORTS

None.

ATTACHMENTS

None.

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END OF POLICY

REFERENCES / COMMENTS

Title VII of the Civil Rights Act of 1964

This policy complies with the recommendation put forth by the Board of Directors' Legal Counsel.

[Policy AC](#) – Nondiscrimination

[Policy JFCFA](#) – Racial Harassment

[Administrative Rule GBNA](#)–Harassment, Including Intimidation, Bullying, and Cyberbullying - Employee

[Administrative Rule KL](#) – Complaint Procedure