



Anti-Bullying

Purpose

The Board of Trustees (“Board”) recognizes the importance of a safe school environment to the ultimate success of Young Scholars Charter School (“School”). The Board is committed to providing a safe, positive learning environment for students. Bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by and of its students.

Definitions

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

1. directed at another student or students;
2. which occurs in a school setting;
3. that is severe, persistent, or pervasive; and
4. that has 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 the school.

Bullying, as defined in this Policy, includes cyberbullying.

School setting shall mean in the school, on school grounds, in school vehicles, at designated bus stops, at any activity sponsored, supervised, or sanctioned by the school, or in any other circumstances or locations (on or away from school property) where the School has jurisdiction over a student’s conduct under applicable law.

Guidelines

Reporting and Investigation Procedures

The Board encourages students who believe they or others have been subjected to bullying to promptly report such incidents to their principal or other trusted school official. In the event a report is received by an individual other than the principal, the principal shall be notified so that a proper investigation may begin.

The Board directs that complaints of bullying be investigated promptly, and appropriate corrective action/school-based discipline shall be taken/imposed when allegations are verified, in accordance with

the Code of Conduct. Corrective action and school-based discipline could include, but is not limited to, positive behavioral interventions, parent/guardian contact, loss of privileges, suspension, and expulsion.

In the investigation of allegations of bullying, confidentiality of all parties shall be maintained, consistent with the School's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

Complaints of bullying by a student against another student shall be handled in the same manner as other student disciplinary investigations. Upon receipt of a complaint of bullying, the principal or designee shall determine what, if any, interim measures should be put in place to protect students from further bullying or similar conduct.

If, in the course of a bullying investigation, potential issues of Title IX sexual harassment are identified, the Title IX Coordinator shall be promptly notified.

Parents/Guardians, coaches, activity sponsors, volunteers, employees, and contractors shall be alert to incidents of bullying and potential bullying and shall promptly report such conduct to their immediate supervisor or the principal. The investigation is to be completed within ten school days after a report or complaint is made. In the event a report is received by an individual other than the principal, the principal shall be notified so that a proper investigation may begin.

Employees who fail to report known instances of bullying shall be subject to appropriate discipline in accordance with their employee handbook and applicable law.

Delegation of Responsibility

Each student shall be responsible for respecting the rights of others and promoting an atmosphere free from bullying.

The CEO or designee shall report incidents of bullying as required by law and contemplated in the Memorandum of Understanding in effect with local law enforcement. The CEO or designee shall annually provide the following information, if required by law, with the School's Safe Schools Report: (1) this Board Policy; (2) report of bullying incidents; and (3) information on the development and implementation of any bullying prevention, intervention or education programs.

The CEO or designee shall ensure the review of this Policy every three (3) years and recommend any necessary revisions to the Board.

The CEO or designee shall ensure that a copy of this Policy is posted on the School's publicly accessible website, posted in a prominent location in the School, and available in all classrooms in accordance with applicable law.

At least once each school year, the principal or designee shall review with students the contents of this Policy.