

2.4A BULLYING OR HARRASSING BEHAVIOR

Scholars Academy is committed to maintaining a safe, orderly and caring educational environment that is free from harassment and bullying. This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment.

Bullying or Harassing Behavior is defined as any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication, that:

- (a) Places a student or school employee in actual and reasonable fear or harm to his or her person or damage to his or her property; or
- (b) Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits. A hostile environment means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Bullying or Harassing Behavior includes, but is not limited to, acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, family status, sexual orientation, or mental, physical, developmental or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

In addition, as with other disciplinary violations, any manner of bullying or harassment that occurs off campus may violate the Code of Student Conduct if it has a direct and immediate impact to the orderly and efficient operation of the school or the safety of individuals in the school environment.

Bullying or Harassment can take many forms including, but not limited to:

1. Physical bullying: Physical bullying includes a pattern of hitting, kicking, tripping, pinching and pushing an individual; or damaging property that belongs to the school or another individual.
2. Verbal bullying: Verbal bullying includes a pattern of name calling, insults, taunting, intimidation, or verbal abuse.
3. Covert bullying: Covert bullying can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Covert bullying includes a pattern of lying and spreading rumors, negative facial or physical gestures, menacing or contemptuous looks, playing nasty jokes to embarrass and humiliate, mimicking unkindly, encouraging others to socially exclude someone, and damaging someone's social reputation or social acceptance.
4. Cyber-bullying: Cyber-bullying is bullying behaviors using digital technologies. Examples include: harassment via a mobile phone (calls or texts), setting up a personal page (website, group or other similar format) with the intention to degrade someone or deliberately insulting someone on a social networking site. Cyber-bullying can happen at any time, can occur on or off school grounds, and is sometimes only known to the target and the person bullying.
5. Sexual Harassment: Sexual Harassment is making any unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.
6. Discriminatory Harassment: Discriminatory Harassment refers to verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, religion, ancestry, national

origin, gender, socioeconomic status, academic status, gender identity, physical appearance, family status, sexual orientation, or mental, physical, developmental or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Adopted: January 22, 2018