

**STUDENT BULLYING, HARASSMENT, HAZING, INTIMIDATION AND
THREATENING BEHAVIOR**

1.0 Introduction.

1.1 Adams 12 Five Star Schools is dedicated to providing a safe learning environment free from bullying, harassment, hazing, intimidation or threats.

1.1.1 Such behaviors are prohibited while in school buildings, on school grounds, or in a vehicle owned, leased or otherwise used or operated by the District or school, including school buses; or while attending school activities or District programs.

1.1.2 Such behaviors are prohibited when directed toward others on the basis of his or her academic performance or any basis protected by federal or state law.

1.1.3 Such behaviors are prohibited off-campus to the degree that those behaviors negatively affect the school environment as described in Superintendent Policy 5120.

1.2 Violating this policy may occur in face to face interaction, by electronic communication or through a third party act or communication and may either be intentional or unintentional in nature except as otherwise noted. Communications or actions violating this policy may occur verbally, in writing, electronically, or through verbal or physical acts or gestures.

1.3 A violation of this policy also occurs if a student observes or otherwise has knowledge of behavior that violates this policy and fails to report it to a staff member.

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1.4 Retaliation or reprisal against someone who reports a violation of this policy is prohibited and subject to disciplinary sanctions pursuant to Superintendent Policy 5000.

1.5 Any student who knowingly makes a false report of bullying, harassment, hazing, intimidation or threats shall be subject to disciplinary action pursuant to Superintendent Policy 5000.

2.0 Definitions.

2.1 Bullying – Any written or verbal expression or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm.

2.2 Harassment – Includes but is not limited to unwelcome verbal, written or physical conduct. Superintendent Policy 8400 provides reporting procedures and protections for victims of harassment which is based on actual or perceived race, age, religion, creed, color, national origin, marital status, sex, sexual orientation or disability.

2.2.1 Sexual Harassment – Unwelcome sexual advances, requests for sexual favors and other verbal, physical or electronic communication of a sexual nature that creates physical or emotional distress for the victim.

2.3 Hazing – Any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for the purpose of initiation or admission into or affiliation with any student organization; except that hazing does not include customary athletic events or other similar contests or competitions under the supervision of a coach or sponsor.

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2.4 Intimidation – Intentionally coercing or frightening someone to do something against his or her will, or to not do something the he or she would have done were it not for the intimidating behavior.

2.5 Threat – Expressing an intention to inflict injury or damage to another person or property. Threats may be direct, indirect, conditional or veiled in nature.

3.0 Prevention. Building administrators shall educate students, staff and parents about the seriousness of bullying, harassing hazing, intimidation and/or threatening behavior. Principals shall take steps to prevent such behavior and intervene appropriately when such behavior occurs. Examples of strategies principals may employ include implementing school-wide prevention and intervention programs, and providing reporting procedures for victims or witnesses of the behaviors prohibited by this policy.

4.0 Consequences. Violations of this policy are detrimental to the welfare and safety of the victim, as well as disruptive to the school learning environment. Consequences up to and including suspension or expulsion may be warranted for single, severe violations or for a pattern of violations.

4.1 The typical progression of interventions for violations of this policy is:

4.1.1 1st Offense – warning and education about this policy, parent contact, and school-based sanctions as determined by school administration.

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4.1.2 2nd Offense – extended education about the policy, parent conference, school-based sanctions that may include out-of school suspension. Repeat violations typically warrant alternative to suspension education programming and individualized plans to mediate the situation.

4.1.3 3rd Offense – Increased interventions up to and including extended suspensions and possible referral for expulsion.

4.2 Consequences and interventions in response to violations of this policy may vary based on the severity of the behavior, the disciplinary history of the student who has violated the policy, and whether the incident is isolated or is part of an ongoing pattern.

4.3 Serious, single violations of this policy, as determined by school administration, may be referred to law enforcement and/or may result in further assessment by school officials to consider the degree to which the offender poses a safety concern.

5.0 Reporting Expectations. All administrators, teachers, classified staff, parents and students shall take all reasonable steps to prevent and address bullying, harassment, hazing, intimidation or threatening behavior.

5.1 All students who believe they have been victims of bullying, harassment, hazing, intimidation or threatening behavior should immediately report the situation to a staff member.

5.2 All students who witness bullying, harassment, hazing, intimidating or threatening behavior are expected to make all reasonable efforts to seek the help of school staff. Failure to report such behavior is detrimental to the school learning environment and may be grounds for disciplinary consequences.

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5.3 All administrators, teachers, and classified staff who receive reports of and/or witness student bullying harassment, hazing, intimidation or threatening behavior, in any circumstance, shall immediately take appropriate action to stop the behavior. Such behaviors shall be reported to school administration. Failure to report such behavior is detrimental to the school learning environment and may be grounds for corrective action.

5.4 Each building administrator shall ensure that reports of bullying, harassment, hazing, intimidation or threatening behavior are promptly and thoroughly investigated. School administrators are directed to attend to the needs of the victim(s) of the behavior as well as to issue sanctions or interventions as warranted according to policy.

LEGAL REFERENCES:
C.R.S. 22-32-109(1)(11)(I)

CROSS REFERENCES:
Code: 5000
Code: 5120
Code: 8400