

STUDENTS

Series 500

Policy Title: **Anti-Bullying / Harassment / Hazing**

Code Number: **504.4**

The District is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Bullying, harassing, and hazing behavior as described below violates both state and District policy as it can seriously disrupt the ability of students to learn and succeed and the ability of school employees to maintain a safe and civil environment.

The District's policies and procedures against the bullying, harassment and hazing of students apply to incidents, including those occurring off school grounds, which have the effect of creating a hostile environment on school grounds or at school-sponsored activities.

It is therefore the policy of the District that school employees, volunteers and students in the District shall not engage in bullying, harassing or hazing of students in school, on school property, or at any school function or school sponsored activity regardless of its location and shall not engage in reprisal, retaliation or false accusation against a victim, witness, or an individual who has reliable information about such behavior.

First Adoption: July 17, 2007
Reviewed Date: April 30, 2018
Revision Adoption: February 28, 2011/June 11, 2012/March 14, 2016/June 11, 2018
Legal Reference: Iowa Code §§ 216.2, .9; 280.3, .12, .28; 708.10
 281 I.A.C. 12.3(13)

Board Policy Document

For purposes of this policy, the following definitions will apply:

"Bullying" and "Harassment" shall be construed to mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

1. Places the student in reasonable fear of harm to the student's person or property.
2. Has a substantially detrimental effect on the student's physical or mental health.
3. Has the effect of substantially interfering with a student's academic performance.
4. Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities or privileges provided by a school.

"Electronic" means any communication involving the transmission of information by wire, radio, optic cable, electromagnetic, or other similar means. "Electronic" includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, and electronic text messaging.

"Hazing" occurs when a person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a District school regardless of the student's willingness to participate in the activity.

"Trait or characteristic of the student" includes but is not limited to the student's actual or perceived age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status.

"Volunteer" means an individual who has regular, significant contact with students.

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School employees, volunteers, parents or guardians, and students are all expected to assist with the enforcement of this policy, including but not limited to, assisting with educational and preventative measures, reporting, and investigations of bullying, harassment, or hazing.

Bullying or harassment can occur directly or indirectly and may include, but is not limited to: teasing, name calling, inappropriate sexual comments, unwanted advances, taunting, threats to injure, embarrassing someone, shunning, spreading rumors, offensive gestures; and physical harm, such as hitting, kicking, punching, tripping, pushing, and destroying property.

Violation of this policy shall subject a student, employee, or volunteer to appropriate discipline or other action pursuant to District policies and administrative regulations and authorizes the District to take any other measures that the District believes to be reasonable and appropriate under the circumstances. The Superintendent shall oversee the District's policies and administrative procedures concerning prevention measures, reporting and investigation, and publication of bullying and harassment data.

The District's procedures for reporting and investigating complaints of bullying, harassment, or hazing are set out in AR504.4. Questions related to this policy or the procedures in AR 504.4, can be directed to Jen Gomez, Director of Student Services and Equity Education at 627 4th Street, Sioux City, IA 51101, (712) 279-6075, gomezj2@live.siouxcityschools.com.

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