

INTIMIDATION/BULLYING POLICY

Bullying, intimidation, teen dating violence and harassment are not acceptable in any form and will not be tolerated at school or any school-related activity, on school property, on school buses and transportation vehicles or through the transmission of information from a school computer, network or other school electronic equipment or through the transmission of information from a computer that is accessed at a non-school-related location, activity, function, or a program or from the use of technology or an electronic that is not owned, leased, or used by the school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of the school. The school will protect students against retaliation for reporting incidents of bullying, intimidation, teen dating violence or harassment, and will take disciplinary action against any student who participates in such conduct.

No person shall harass, intimidate or bully another based upon perceived race, color, nationality, immigration status, sex, sexual orientation, gender-related identity or expression, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status as homeless, or actual or potential marital or parental status, including pregnancy, unfavorable discharge from military service, association with a person or group with one or more of the aforementioned actual or perceived characteristic or any other distinguished characteristic. The school and district will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment.

Bullying includes cyber-bullying (bullying through the use of technology or any electronic communication) and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student that has or can be reasonably predicted to have the effect of: (1) placing the student in reasonable fear of harm to the student's person or property; (2) causing a substantially detrimental effect on the student's physical or mental health; (3) substantially interferes with the student's academic performance; or (4) substantially interferes with the student's ability to participate in or benefit from the services, activities, or privileges provided by the school.

Examples of prohibited conduct include, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment, or other comparable conduct.

Students who believe they are victims of bullying, intimidation, teen dating violence, or harassment or have witnessed such activities are encouraged to discuss the matter with a building administrator, guidance counselor, or staff member. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

Any student who is determined, after an investigation, to have engaged in bullying, intimidation, teen dating violence or harassment will be subject to disciplinary consequences as provided in this handbook, including but not limited to, suspension and expulsion consistent with the school and district's discipline policy. Parents of students who have engaged in the above behavior will be notified. Any student making a knowingly false accusation regarding harassment may also be subject to disciplinary consequences.

Any student who by word, act, deed, or implication attempts to intimidate any employee of Armstrong High School District #225 or any other student may be suspended and/or expelled from attending classes at Armstrong Township High School District #225. The intimidation includes any threat or implied threat; communication written, spoken, transmitted electronically or by other persons that would indicate intent to cause physical harm. These may include, but are not limited to:

1. Verbal/physical threats toward another student.
2. Prior incidents.
3. Out of control behavior.
4. Staff observation.

An employee engaging in sexual harassment will be subject to discipline, up to and including termination and the filing of criminal charges. A student engaging in sexual harassment will be subject to discipline, up to and including expulsion. [Title VII of the Civil Rights Act of 1964 (42 U.S.C. Sec. 2000e et seq.; 29 CFR Sec. 1604.11(A).]