

## **Student Anti-Bullying/Harassment Policy**

Bullying and harassment of students by other students, school employees and volunteers who have direct contact with students is prohibited at Central Rivers AEA. Students enrolled in Central Rivers AEA instructional programs will be provided with a safe and civil school environment.

Central Rivers AEA prohibits harassment, bullying, hazing or other victimization of students based on any of the actual or perceived threats or characteristics including but not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestral, political beliefs, socio-economic status, or familial status.

Bullying and/or harassment mean any electronic\*, written, verbal, physical act, or conduct toward an individual which is based on any actual or perceived trait or characteristic which create a hostile environment that meets one or more of the following conditions.

- Places the student in reasonable fear of harm to their person or property.
- Has a detrimental effect on the student's physical or mental health.
- Interferes with the student's academic or work performance.
- Has the effect of interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by Central Rivers AEA.

\* "Electronic" includes but is not limited to communication through electronic mail, internet-based communication, pagers, cell phones, text messaging or similar technology.

Other types of bullying and/or harassment may include by not limited to jokes, stories, pictures or objects that are offensive and may cause injury, discontent, fear or suffering to the victim.

Sexual harassment means unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a form or condition of the student's education or benefit.
- Submission to or rejection of the conduct by a school employee is used as the basis for academic decisions affecting that student.
- The conduct has the purpose or effect of substantially interfering with the student's academic performance by creating an intimidating, hostile, or offensive education environment.

In situations between students and school officials, staff or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school functions.
- Submission to or rejection of such conduct by a student is used as a basis for decisions affecting the student.
- Retaliation against a student because the student has filed a bullying or harassment complaint or assisted or participated in an investigation or proceeding is also prohibited. Students who knowingly file false harassment complaints or give false statements in an investigation shall be subject to discipline as shall any student who is found to have retaliated against another in violation of this policy.

Central Rivers AEA will promptly and reasonably investigate allegations of harassment. The building principal, Level I Investigator, or designee will be responsible for handling all complaints by a student alleging harassment.

It will also be the responsibility of the Director of Special Programs, in conjunction with the Level I Investigators and principals, to develop procedures regarding this policy. The Director of Special Programs or designee will also be responsible for organizing training programs for students, school officials, faculty, staff, and volunteers who have direct contact with students. The training will include how to recognize harassment and what to do in case a student is harassed. It will also include proven effective harassment prevention strategies. The Director of Special Programs will also develop a process for evaluating the effectiveness of the policy in reducing bullying and harassment in the Central Rivers AEA instructional programs. The director of special programs shall report to the Board on the progress of reducing bullying and harassment in the Central Rivers AEA instructional programs.

Adopted: 11-7-07

Reviewed: 4-2-14

Amended: 7-12-17

Reviewed: 5/04/22