

BULLYING AND HARASSMENT (JSD POLICY AS98)

Every day, we may interact with people who are not nice in their words, behaviors, and actions. These types of people are not pleasant to be around and individuals can make choices to be in places and with people that are positive and uplifting. If someone is mean or unpleasant, students can work with friends, teachers, counselors, or administrators to resolve the situation.

A “mean” person crosses the line when their behavior fits one of the definitions below.

- Bullying: aggressive behavior that is intentional and that involves an imbalance of power or strength. A student or employee is being bullied or victimized when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more students or employees.
 - Physical bullying including but not limited to hitting and/or punching
 - Verbal bullying including but not limited to teasing or name calling
 - Non-verbal or emotional bullying including but not limited to intimidation through gestures, social exclusion and relational aggression
 - The conduct described above constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.
- Cyberbullying: aggressive behavior that is sent via internet, cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.
- Harassment: repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for the individual (See [Policy AS94—Student Discrimination and Harassment](#))
- Retaliation: an act of communication intended:
 - As retribution against a person for reporting bullying, cyberbullying, or harassment; or
 - To improperly influence the investigation of, or the response to, a report of bullying.
- Prohibitions
 - No school employee, student, or patron may engage in bullying, cyberbullying or harassing a school employee or student:
 - On school property
 - At a school related or sponsored event
 - On a school bus
 - At a school bus stop
 - While the school employee or student is traveling to or from a location or event described above.
 - No school employee or student may engage in cyberbullying a school employee or student at any time or in any location.
 - No school employee or student may engage in retaliation against:
 - A school employee
 - A student
 - An investigator for, or witness of, an alleged incident of bullying, harassment, cyberbullying, or retaliation
 - No school employee or student may make a false allegation of bullying, cyberbullying, harassment, or retaliation against a school employee or student.

Any bullying, cyberbullying, or harassment, that is found to be targeted at a federally protected class is further prohibited under federal anti-discrimination laws and is subject to compliance regulations from the Office for Civil Rights (see [Policy AS94—Student Discrimination and Harassment](#)).

Harassment / Bullying

You have a right to be safe from bullying and harassment. Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. It can be physical, verbal, emotional, or cyber. It can involve: telling offensive jokes; derogatory statements about a person's ethnicity, race, gender, beliefs, etc.; inappropriate touching; lewd gestures or actions; threatening language or behavior; and unwelcome taunting.

If you feel harassed or bullied, tell the individual to stop. If that doesn't work: tell your counselor, tell your assistant principal, or use the Safe UT app.

Consequences for those who harass or bully include in-school suspension, out-of-school suspension, and police involvement.

