

## **St. HOPE Public Schools Discrimination, Harassment, Intimidation, and Bullying Policy**

St. HOPE Public Schools (SHPS) believes that all students and employees have a right to a safe and healthy school environment. SHPS schools and community have an obligation to promote mutual respect, tolerance, and acceptance.

SHPS will not tolerate behavior that infringes on the safety of any student or employee. A student/employee shall not discriminate against, intimidate, harass, or bully another student through words or actions. Such behavior includes but is not limited to: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

SHPS prohibits discrimination, harassment, intimidation, and bullying on the basis of a student's actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, sexual orientation, nationality, race, ethnicity, or immigration status, religion, actual or potential parental, family or marital status that treats students differently on the basis of sex, or association with a person or a group with one or more of these actual or perceived characteristics. This applies to all acts related to school activity or school attendance within SHPS.

SHPS will translate this policy in the student's primary language if at least 15 percent of the students enrolled in the school speak a single primary language other than English.

### **Bullying**

According to the California Department of Education:

- (1) "Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a pupil or group of pupils as defined in Section 48900.2, 48900.3, or 48900.4, directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following:
  - a. Placing a reasonable pupil or pupils in fear of harm to that pupil's or those pupils' person or property.
  - b. Causing a reasonable pupil to experience a substantially detrimental effect on his or her physical or mental health.
  - c. Causing a reasonable pupil to experience substantial interference with his or her academic performance.
  - d. Causing a reasonable pupil to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.
- (2) "Electronic act" means the creation or transmission originated on or off the schoolsite, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:
  - a. A message, text, sound, or image.
  - b. A post on a social network Internet Web site, including, but not limited to: Posting to or creating a burn page. "Burn page" means an Internet Web site created for the purpose of having one or more of the effects listed in paragraph (1).

SHPS expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

To ensure bullying does not occur on school campuses, SHPS will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment.

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

Each school will adopt a Student Code of Conduct to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus. The Student Code of Conduct includes, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or the Department of Student Services.
- The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All staff, students and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new student orientation, and as part of the school system's notification to parents.
- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.
- Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

### **Processing Complaints of Discrimination, Harassment, Intimidation, and Bullying**

SHPS has adopted a process for receiving complaints of and investigating complaints of discrimination, harassment, intimidation, and bullying based on the above listed actual or perceived characteristics. The "St. HOPE Public Schools Uniform Complaint Procedures" is available upon request.

SHPS has designated the below compliance officer. The compliance officer shall receive and investigate complaints and ensure compliance with the law. The Superintendent/CEO may appoint a designee to conduct the investigation.

**Equity Compliance Officer/ Title IX Compliance Officer:**

Emily Heizer

Director of Credential Advising and Conflict Resolution

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(California *Education Code* [EC] sections [§§] 200, 220, 221.5, 234.1, 234.7, and 260; California Government Code [GC] Section [§] 11135; California Penal Code [PC] § 422.55; *California Code of Regulations*, Title 5 [5 CCR] §§ 4900, 4902, 4950 and 4960)