



Anti-Harassment and Bullying Policy

I. POLICY STATEMENT

The Arts Academy Elementary Charter School prohibits any person from falsely accusing another person as a means of harassment or bullying. The consequences and appropriate remedial action for a person found to have falsely accused another person as a means of harassment or bullying may range from positive behavioral interventions up to and including suspension or expulsion. Consequences and appropriate remedial action for a school employee found to have falsely accused another as a means of harassment or bullying shall be in accordance with the Arts Academy Elementary Charter School policies and procedures.

II. PURPOSE

The Arts Academy Elementary Charter School prohibits acts of harassment or bullying. Harassment or bullying is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Demonstration of appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying is expected of administrators, faculty, staff, and volunteers to provide positive examples for student behavior.

III. DEFINITION(S)

- A. "Harassment or bullying" is any gesture, written, verbal, graphic, or physical act (including Cyber Bullying which is electronically transmitted acts - i.e. internet, cell phone, social media) that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic. Such behavior is considered harassment or bullying whether it takes place on or off school property, at any school-sponsored function, or in a school vehicle.
 1. Harassment is conduct that meets all of the following criteria:
 - a) Is directed at one or more pupils
 - b) Substantially interferes with educational opportunities, benefits, or programs of one or more pupils
 - c) Adversely affects the ability of a pupil to participate in or benefit from Arts Academy Elementary Charter School educational programs or activities because the conduct, as reasonably perceived by the pupil, is so severe, pervasive, and objectively offensive as to have this effect
 - d) Is based on a pupil's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who

has or is perceived to have any of these characteristics

2. Bullying is conduct that meets all of the following criteria:
 - a) Is directed at one or more pupils
 - b) Substantially interferes with educational opportunities, benefits, or programs of one or more pupils.
 - c) Adversely affects the ability of a pupil to participate in or benefit from Arts Academy Elementary charter School educational programs or activities by placing the pupil reasonable fear of physical harm or by causing emotional distress
 - d) Is based on a pupil's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

3. Cyber Bullying is conduct that meets all of the following criteria:
 - a) Is directed at one or more pupils
 - b) Substantially interferes with educational opportunities, benefits, or programs of one or more pupils.
 - c) Adversely affects the ability of a pupil to participate in or benefit from Arts Academy Elementary charter School educational programs or activities by placing the pupil reasonable fear of physical harm or by causing emotional distress
 - d) Is based on a pupil's actual or perceived distinguishing characteristic (see above), or is based on an association with another person who has or is perceived to have any of these characteristics.

IV. POLICY

The Arts Academy Elementary Charter School expects students to conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students, school staff, and volunteers.

The Arts Academy Elementary Charter School believes that standards for student behavior must be set cooperatively through interaction among the students, parents and guardians, staff, and community members, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for RCCS and community property on the part of students, staff, and community members.

V. PROCEDURE(S)

- A. The Arts Academy Elementary Charter School will implement procedures that ensure both the appropriate consequences and remedial responses to a student or staff member who commits one or more acts of harassment or bullying. The following factors, at a minimum, shall be given full consideration by school administrators in the development of the procedures for determining appropriate consequences and remedial measures for each act of harassment or bullying.

1. Factors for Determining Consequences
 - a) Age, development, and maturity levels of the parties involved
 - b) Degree of harm
 - c) Surrounding circumstances
 - d) Nature and severity of the behavior(s)
 - e) Incidences of past or continuing pattern(s) of behavior

- f) Relationship between the parties involved
- g) Context in which the alleged incident(s) occurred

2. Factors for Determining Remedial Measures Personal

- a) Life skill competencies
- b) Experiential deficiencies
- c) Social relationships
- d) Strengths
- e) Talents
- f) Traits
- g) Interests
- h) Hobbies
- i) Extra-curricular activities
- j) Classroom participation
- k) Academic performance

- B. Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment or bullying may range from positive behavioral interventions up to and including suspension or expulsion, in the case of a student, or suspension or termination in the case of an employee, as set forth in the Code of Student Conduct or Employee Handbook.

Consequences for a student who commits an act of harassment or bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance. Consequences must be consistent with the Code of Student Conduct. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the behavior, and protect the victim of the act. The consequences and remedial measures may include, but are not limited to, the examples listed below:

1. Examples of Consequences

- a) Admonishment
- b) Temporary removal from the classroom
- c) Loss of privileges
- d) Classroom or administrative detention
- e) Referral to disciplinarian
- f) In-school suspension during the school week
- g) Out-of-school suspension
- h) Legal action
- i) Expulsion (students) or termination (staff)

2. Examples of Remedial Measures

- a) Personal
- b) Framing the aggressive behavior as a failed attempt to solve a real problem or reach a goal. The adult assists the misbehaving student to find a better way to solve the problem or meet the goal.
- c) Restitution and restoration
- d) Transformative conferencing/restorative justice
- e) Corrective instruction or other relevant learning or service experience
- f) Supportive discipline to increase accountability for the bullying offense

- g) Supportive interventions, including participation of an intervention and referral services team, peer mediation, etc.
- h) Behavioral assessment or evaluation, including, but not limited to, a referral to a child study team, as appropriate
- i) Behavioral management plan, with benchmarks that are closely monitored
- j) Involvement of school disciplinarian
- k) Student counseling
- l) Parent conferences

VI. DELEGATION OF RESPONSIBILITY

The Arts Academy Elementary Charter School requires the principal to be responsible for receiving complaints alleging violations of this policy. All school employees are required to report alleged violations of this policy to the principal.

All other members of the school community, including students, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report

The Arts Academy Elementary Charter School prohibits reprisal or retaliation against any person who reports an act of harassment or bullying. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.

The Arts Academy Elementary Charter School requires school officials to annually disseminate the policy to all school staff, students, and parents, along with a statement explaining that it applies to all applicable acts of harassment and bullying that occur on school property, at school-sponsored functions, or on a school bus. The Executive Director and/or Principal shall develop an annual process for discussing AA ECS policy on harassment and bullying with students and staff.