



# CHANNING HALL

## **Bullying, Cyber-bullying, Hazing, and Harassment Policy**

Harassment is defined as unwanted verbal or physical advances or threats. The difference between fun and harassment is how it makes the victim feel. Harassment, hazing, or initiations of any type are not permitted in school or at extracurricular activities. Channing Hall's policy prohibits discriminatory harassment based on real or perceived race, color, religion (creed), national origin, marital status, gender, sexual orientation, gender identity, disability or on the basis of association with others identified by these categories.

Bullying is a form of harassment and is defined as the repeated intimidation of students by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another. It may include, but is not limited to actions such as verbal taunts, name calling and put-downs, including ethnically based or gender-based verbal put-downs, and extortion of money or possessions. Such conduct is disruptive to the educational process and therefore, bullying is unacceptable behavior at Channing Hall.

To ensure the safety and security of all Channing Hall students, all reports regarding bullying or harassment are taken seriously. The school follows a clear investigation and parent/guardian communication process. All bullying and harassing behaviors must be reported to the Head of School or Assistant Head of School for investigation. Parents will be contacted by a school administrator on the day the investigation is completed. Parental contact will be done through electronic communication, phone, or in person.

Students who engage in any act of bullying while at school, at any school function, in connection to or with any school sponsored activity or event, or while en route to or from school are subject to disciplinary action, up to and including detention, suspension (in or out of school) or expulsion. Consequences will depend on age, situation, and child's previous behavioral issues. Law enforcement officials shall be notified of bullying incidents, as required by law. This policy also applies to students who, by their indirect behavior, condone or support another student's act of bullying.

Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited. Student retaliation will result in extended suspension or expulsion. Since Utah is a no-bullying state, bullying will result in severe consequences (see Level II and III offenses in the Family Handbook). Mean behavior is defined as words or actions, of minimal nature, which are intended to hurt another person's feelings. These behaviors are addressed by the classroom teacher or the school Administration. Investigation records will be retained by the LEA for five years, as per state rule. If a false report is determined, the reporter will be investigated for intent and may receive consequences for behavior.

To ensure the safety and security of Channing Hall students, all reports regarding self-harm and/or suicide are taken seriously. Risk factors for suicide could include: suicidal plan, history of attempts, family history of suicide attempts, divorce, break-up, death of loved one, bully and/or being bullied, abuse (physical, sexual, emotional), acute overuse of alcohol (and/or drugs), critical family situation, gay or lesbian, attraction to death (writing/ drawing), hopelessness, access to firearms, and contagion

effect. The school follows a clear investigation and parent/guardian communication process to ensure the safety of every student. All reports of self-harm and suicide should be reported to the Head of school or Assistant Head of School. The school counselor assists in the investigation process. Self-harm or suicidal behaviors are identified through verbal communication to students or staff members, or through posts on social media. During the investigation process, the student reported on is not left unsupervised. Parents will be contacted the day of the report, by phone or in person, by a school administrator or the school counselor. Investigation records will be retained by the LEA for 5 years, as per state requirement. Law enforcement may be contacted regarding suicidal comments or behaviors. If a false report is determined, the reporter will be investigated for intent and may receive consequences for behavior.

To ensure the safety and security of the school, all reports regarding sexual harassment are taken seriously. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal, graphic, written or physical conduct of a sexual nature, or targeted toward someone because of his/her gender, which is sufficiently severe, persistent or pervasive to interfere with a person's learning or work environment. The school follows a clear investigation and parent/guardian communication process to ensure the safety of every student. All sexual harassing behaviors should be reported to the Head of School or Assistant Head of School for investigation. Parents will be contacted, the day the investigation is completed, by a school administrator. Contact will be done through electronic communication, phone, or in person. Investigation records will be retained by the LEA for 5 years, as per state requirement. Law enforcement may be contacted regarding sexual behaviors. If a false report is determined, the reporter will be investigated for intent and may receive consequences for behavior.

Parent Signature \_\_\_\_\_ Date \_\_\_\_\_