



Bullying, Hazing, and Harassment Policy

I. BULLYING DEFINITION

- A. Bullying is defined as knowingly and intentionally using words or behavior to intimidate, threaten, embarrass, coerce or manipulate another person.
- B. This may include, but is not limited to,
 - 1. hitting,
 - 2. pushing,
 - 3. tripping,
 - 4. shoving,
 - 5. intimidating,
 - 6. excluding,
 - 7. issuing verbal threats,
 - 8. ignoring, or
 - 9. spreading rumors about another person.

II. HAZING DEFINITION

- A. Hazing is defined as intentionally or knowingly committing an act that endangers the physical health or safety of a student, and/or places the student in fear of physical harm to themselves or to their property.
- B. This may include, but is not limited to, any brutality of a physical nature such as
 - 1. whipping,
 - 2. beating,
 - 3. branding,
 - 4. calisthenics,
 - 5. bruising,
 - 6. electrical shocking,
 - 7. placing of a harmful substance on the body,
 - 8. and exposure to the elements.
- C. It may also involve the consumption of any food, liquid or substance, and obstructing the employee or students freedom to move.

III. TYPES OF BULLYING

Bullying can be broken down into four categories:

A. Physical

- 1. This kind of bullying involves hurting a person's body or possessions.
- 2. This is not limited to but may include
 - a. hitting,
 - b. kicking,
 - c. pinching,
 - d. spitting,
 - e. tripping,
 - f. pushing, or
 - g. taking and breaking someone's possessions.

B. Cyber

Includes the use of the

- 1. internet,
- 2. a cell phone,
- 3. computer, or any device



to send a

1. text,
 2. video, or
 3. any image
- with the intent to

1. hurt,
2. embarrass, or
3. threaten

another individual, regardless of whether the individual directed, consented or had knowledge of the conduct.

C. Relational Aggression (Social)

1. Relational aggression is manipulation with the intent to hurt or control another person's ability to maintain rapport with his or her peers.
2. Relational aggression is not typical bullying but a more subtle form of aggression that uses relationships to damage or manipulate others.
3. Examples may include
 - a. spreading rumors,
 - b. exclusion,
 - c. or ignoring or getting others to ignore someone.

D. Verbal/Emotional Abuse

1. Verbal/emotional abuse is a series of repeated incidents that
 - a. insults,
 - b. threatens,
 - c. isolates,
 - d. degrades,
 - e. humiliates and/or
 - f. controls another person.
2. Verbal/emotional abuse typically targets someone's
 - a. religion,
 - b. race,
 - c. gender,
 - d. physical attributes,
 - e. or their mental abilities.
3. This may include but is not limited to
 - a. name calling,
 - b. taunting,
 - c. belittling,
 - d. cruel criticism,
 - e. personal defamation,
 - f. and sexually aggressive/inappropriate comments.

IV. REPORTING

- A. Students will be educated on the importance of reporting any incident of bullying in which they are the victim, or a witness.
- B. All employees of Providence Hall Charter School (PHCS) have been trained to immediately intervene and/or report bullying to an administrator.
- C. Students may choose to report the incident to a PHCS employee or use the Bully Box.
 1. The Bully Box is a locked box found in the office, which allows students to report bullying anonymously.
 2. The student will fill out the necessary form, which will be collected by the administration.



- D. The student is guaranteed to remain anonymous if they fear retaliation.
- E. If it is determined that action must be taken, an administrator will interview all parties involved and determine what consequences will be given, if any.

V. PROCEDURES

- A. An administrator will investigate serious acts of bullying by talking to witnesses and the students directly involved.
- B. Consequences may involve
 - 1. the loss of recess,
 - 2. writing a letter of apology,
 - 3. discussion between the bully and the victim with an administrator present,
 - 4. calling parents/guardians,
 - 5. having parents/guardians meet with an administrator,
 - 6. suspension. or
 - 7. expulsion.
- C. Law enforcement will be notified if a law has been broken such as a threat of physical harm or death.
- D. Parents/guardians of the victim and or bully will be notified as determined by the administrator.
- E. In order to protect a victim from bullying, those employees directly involved with the students will be made aware of the situation and encouraged to closely monitor any interactions between the bully and the victim.
- F. Enforcing the PHCS discipline plan will also assist in preventing bullying.

VI. CONCLUSION

- A. It is the goal of PHCS to ensure the emotional and physical safety of all students in order to promote a positive atmosphere of learning.
- B. Every possible action will be taken by employees and administrators to ensure the physical, social, intellectual, and emotional well being of every student.
- C. A copy of this policy will be given to every employee and will be made available to parents/guardians and the community by being posted on the PHCS website and in written form upon request.