



2000 - Operations

80 - Gang Prevention Policy

1. Purpose

- 1.1. The purpose of this policy is to prevent gang activity by and against students and employees of Providence Hall Charter School (PHCS). This will be accomplished through awareness efforts, training, identification, and disciplinary action against those who violate this.
- 1.2. A secondary purpose is to provide clear standards and a safe and accessible reporting process for PHCS employees suspecting gang activity.

2. Definitions

- 2.1. **Gang** means a group or association of three or more persons whose members:
 - 2.1.1. individually or collectively engage in a pattern of criminal activity;
 - 2.1.2. have as one of their primary objectives or activities the commission of one or more underlying crimes including acts by juveniles that would be underlying crimes if committed by adults; and
 - 2.1.3. have in common an overt or covert organizational or command structure.
- 2.2. **Gang-Related Activity** means the commission of, attempted commission of, conspiracy to commit, or solicitation of two or more underlying crimes acts by a juvenile that would be an underlying crime if committed by an adult.

3. Prohibitions

- 3.1. No PHCS employee or PHCS student may engage in advocating or promoting a gang or any gang-related activities to include, but not limited to
 - 3.1.1. marking school property, books, or school work with gang names, slogans, or signs
 - 3.1.2. conducting gang initiations
 - 3.1.3. threatening another person with bodily injury or inflicting bodily injury on another in connection with a gang or gang-related activity
 - 3.1.4. aiding or abetting an activity described in this policy by a person's presence or support;
 - 3.1.5. displaying or wearing common gang apparel, common dress, or identifying signs or symbols on one's clothing, person, or personal property that is disruptive to the school environment
 - 3.1.6. communicating in any method, including verbal, non-verbal, and electronic means, designed to convey gang membership or affiliation
- 3.2. No PHCS employee or PHCS student may make a false allegation of advocating or promoting a gang or any gang-related activities

4. Actions Required of PHCS

- 4.1. PHCS shall establish and publish in a handbook or other readily available format procedures for PHCS employees and PHCS students to report suspected gang activities relating to PHCS and its students to a PHCS administrator and law enforcement.
- 4.2. A PHCS student who participates in gang-related activities may be excluded from participation in extracurricular activities, including interscholastic athletics, as determined by PHCS administration after consultation with law enforcement.
- 4.3. Gang-related graffiti or damage to PHCS property shall result in parent/guardian notification and appropriate administrative and law enforcement actions, which may include obtaining restitution from those responsible for the damage.
- 4.4. If a serious gang-related incident, as determined by PHCS administration in consultation with local law enforcement, occurs on PHCS property, at PHCS related



activities, or on a site that is normally considered to be under PHCS control, notification shall be provided to parents/guardians of PHCS students:

- 4.4.1. informing them, in general terms, about the incident, but removing all personally identifiable information about students from the notice;
- 4.4.2. emphasizing PHCS's concern for safety; and
- 4.4.3. outlining the action taken at PHCS regarding the incident.

5. Training

- 5.1. The training of PHCS employees shall include training regarding gang prevention and intervention.
- 5.2. To the extent possible, PHCS employees shall be trained by experienced evidence based trainers that may include community gang specialists and law enforcement as part of comprehensive strategies to recognize early warning signs for youth in trouble and help students resist serious involvement in undesirable activity, including joining gangs or mimicking gang behavior.