

ANTI-HARASSMENT

Section 1. Harassment, Violence, and Threats of Violence Prohibited.

No student shall engage in or be subjected to harassment, violence, threats of violence, or intimidation by any other student, faculty, or staff including, but not limited to those that are based on any specific characteristics that are identified by the Board in this policy. Students who violate this policy will be subject to disciplinary sanctions outlined in the Student Code of Conduct (JCDA). Employees are required to report all alleged instances of harassment as defined in this policy to their immediate supervisors.

Section 2. Definitions.

(a) The term "harassment" as used in this policy means a continuous pattern of intentional behavior that takes place on school property, on a school bus, or at a school-sponsored function including, but not limited to, written, electronic, verbal, or physical acts including, but not limited to, those acts reasonably perceived as being motivated by any characteristic of a student, or by the association of a student with an individual who has a particular characteristic, falling into one of the categories of personal characteristics set forth in Section 3(b) below. To constitute harassment, a pattern of behavior may do any of the following:

- Place a student in reasonable fear of harm to his or her person or damage to his or her property.
- Have the effect of substantially interfering with the student's educational performance, opportunities, or benefits.
- Have the effect of substantially disrupting or interfering with the orderly operation of the school.
- Have the effect of creating a hostile environment in the school, on school property, on a school bus, or at a school-sponsored function.
- Have the effect of being sufficiently severe, persistent, or pervasive enough to create an intimidating, threatening, or abusive educational environment for a student.

- (b) The term “violence” as used in this policy means the infliction of physical force by a student with the intent to cause injury to another student or damage to the property of another student.
- (c) The term “threat of violence” as used in this policy means an expression of intention to inflict injury or damage that is made by a student and directed to another student.
- (d) The term “intimidation” as used in this policy means a threat or other action that is intended to cause fear or apprehension in a student, especially for the purpose of coercing or deterring the student from participating in, or taking advantage of, any school program, benefit, activity, or opportunity for which the student is or would be eligible.
- (e) The term “student” as used in this policy means a student who is enrolled in the Cullman City School system.

Section 3. Description of Behavior Expected of Students.

- (a) Students are expected to treat other students, faculty, and staff with courtesy, respect, and dignity and comply with the Student Code of Conduct (JCDA). Students are expected and required (1) to comply with the requirements of law, policy, regulation, and rules prohibiting harassment, violence, or intimidation; (2) to refrain from inflicting or threatening to inflict violence, injury, or damage to the person or property of another student; and (3) to refrain from placing another student in fear of being subjected to violence, injury, or damage.
- (b) Violence, threats of violence, harassment, and intimidation are prohibited and will be subject to disciplinary consequences and sanctions including, but not limited to, instances when the perpetrator of such action is found to have based the prohibited action on one or more of the following personal characteristics:
 - The student’s race
 - The student’s sex
 - The student’s religion

- The student's national origin
- The student's disability

Section 4. Consequences for Violations.

Consequences for any violation of this policy will be those outlined in the Student Code of Conduct (JCDA).

Section 5. Reporting, Investigation, and Complaint Resolution Procedures.

- (a) Students should immediately report all alleged violations of this policy to a school employee, if possible to the teacher or employee responsible for supervision at the time of the violation. Employees are required to report all alleged violations of this policy to their immediate supervisor. At the request of the complaining student or the student's parent or legal custodian, incidental or minor violations of the policy may be presented and resolved informally.
- (b) Upon receipt of the complaint, the principal or the principal's designee will, in their sole discretion, determine if the complaint alleges a serious violation of this policy. If the principal or the principal's designee determines that the complaint alleges a serious violation, the principal or the principal's designee will undertake an investigation of the complaint. The investigation will entail the gathering of relevant facts and evidence and will be conducted in a reasonably prompt time period taking into account the circumstances of the complaint. If the investigation establishes a violation, appropriate disciplinary sanctions will be imposed on the offending student(s). Other measures that are reasonably calculated to prevent a recurrence of the violation(s) may also be imposed by the principal or the school system.
- (c) Acts of reprisal or retaliation against any individual who has reported a violation of this policy or sought relief provided by this policy are prohibited, and are themselves a violation of this policy. Any confirmed acts of reprisal or retaliation will be subject to disciplinary sanctions that may include any sanction, penalty, or consequence that is available to school officials under the Student Code of Conduct (JCDA). A student who personally, or through his/her parent(s), deliberately, recklessly, and/or falsely accuses another individual of a violation of this

policy will be subject to disciplinary sanctions as outlined in the Student Code of Conduct (JCDA).

- (d) If a threat of suicide is reported, the principal or principal's designee will inform the student's parent or legal custodian of the report.

Section 6. Promulgation of Policy and Related Procedures, Rules and Forms.

This policy and any procedures, rules and forms developed and approved to implement the policy will be published, disseminated, and made available to students, parents, and legal custodians, and employees by such means and methods as are customarily used for such purposes, including publication on the Cullman City School's website.

SOURCE: Cullman City Board of Education, Cullman, Alabama

ADOPTED:

LEGAL REFERENCE: *Code of Alabama (1975), § 16-28-1*