

ANTI-HARASSMENT/BULLYING

It is the policy of Homewood City Schools that no student shall engage in or be subject to harassment, bullying, violence, threats of violence, or intimidation by another student. We firmly believe that all students are to be treated with dignity and respect. Conduct involving harassment, bullying, violence, threats of violence, or intimidation will be responded to in a manner that effectively deters future incidents. Students that violate this policy will be subject to disciplinary sanctions.

Definition

The class of behaviors referred to “harassment,” “bullying,” “violence,” “threats of violence,” and/or “intimidation” includes, but is not limited to, any gesture or written, electronic, verbal or physical act that takes place on school property, at any school-sponsored function, or on a school bus that: (a) a reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student’s property, or placing the student in reasonable fear of harm to his person or damage to his property or (b) has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption of, or substantial interference with, the orderly operation of the school or which has the effect of creating an uncomfortable or unwelcoming school environment.

In accordance with the Jamari Terrel Williams Student Bullying Prevention Act., No. 2018472, this policy has been updated to include cyberbullying and bullying which may occur off school property.

To constitute bullying, a pattern of behavior may do any of the following:

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

Harassment, bullying, violence, threats of violence, and/or intimidation includes, but is not limited to, any unwelcome behavior related to, but not limited to, race, sex, religion, belief, national origin, age, disability, ethnicity, sexual orientation, gender identity, and/or any personal characteristic(s) or an affiliation with the Boy Scouts of America that makes the recipient feel afraid, embarrassed,

helpless, angry or unsafe or upsets the recipient to the point of substantially interfering with the educational performance, opportunities, or benefits of a student.

Complaint Procedure

If a student feels that his/her emotional well-being, his/her sense of safety and security or sense of self-worth is being affected by such conduct, the student, or the student's parent or legal guardian, should file a written complaint by completing the "Harassment/Bullying Complaint Form" and submitting it the school principal or his/her designee. The "Harassment/Bullying Complaint Form" shall be made available at both the offices of the school administrator and the school counselor.

Students of Homewood City Schools are expected to treat other students with courtesy, respect, and dignity and comply with the Code of Student Conduct. Acts of reprisal or retaliation against any student 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 Code of Student Conduct. A student who deliberately, recklessly, and falsely accuses another student of a violation of this policy is subject to disciplinary sanctions as outlined in the Code of Student Conduct.

Construction of Policy

This policy is supplemental to other Board policies and procedures and does not repeal, replace, or supersede any other prohibition on harassment, bullying, violence, threats of violence, or intimidation found elsewhere in Board policy or procedure, including the Code of Student Conduct. This policy shall not be construed to allow harassment, bullying, violence, threats of violence, or intimidation for any reason not specifically listed in this policy or to prohibit the Board from disciplining students for acts of harassment, violence, threats of violence, or intimidation not specifically listed herein. Students who engage in harassment, bullying, violence, threats of violence, or intimidation not specifically covered by this policy may be subject to appropriate disciplinary action in accordance with the Code of Student Conduct.

ADOPTED: Homewood City Board of Education, December 13, 2011

AMENDED: Homewood City Board of Education, May 17, 2016, January 15, 2019 LEGAL

REF: Code of Alabama §16-11-9; Legislative Act 2009-571

Harassment /Bullying Reporting form

Name of Reporter:

Name(s) of Alleged Perpetrator(s):

I. Nature of Complaint:

(List dates, places, names of witnesses, if any, and description of offense)

I have read the above information and certify it to be true.

Reporter's Signature

Date Report Filed
(Student or Legal Guardian of Student)

II. Results of Investigation and Administrative Response:

Principal/Administrator's Signature

Date of Resolution

III. Threat of Suicide:

If a threat of suicide is reported, the principal will inform the student's parent or legal guardian of the report and document the threat and administrative response to the treat of suicide on this form.