

School Policy on Bullying, Harassment, and Discrimination

Purpose and Commitment

Kellenberg Memorial High School is committed to maintaining a safe, supportive, and respectful educational environment in which all students are treated with dignity. Bullying, harassment, and discrimination undermine student well-being and the educational process and will not be tolerated. This policy is intended to prevent such conduct, provide clear reporting and response procedures, and ensure compliance with New York State law, including the Jack Reid Law.

Definitions

“Bullying” and “harassment” mean the creation of a hostile environment by conduct or by threats, intimidation, or abuse, including cyberbullying, that:

1. Has or would have the effect of unreasonably and substantially interfering with a student’s educational performance, opportunities, or benefits, or with a student’s mental, emotional, or physical well-being;
2. Reasonably causes or would reasonably be expected to cause a student to fear for their physical safety;
3. Reasonably causes or would reasonably be expected to cause physical injury or emotional harm to a student; or
4. Occurs off school property and creates, or would foreseeably create, a risk of substantial disruption within the school environment.

“Cyberbullying” means bullying or harassment, as defined above, that occurs through any form of electronic communication.

Prohibition

Kellenberg Memorial High School prohibits all forms of bullying, harassment, and discrimination by students or employees on school property, at school functions, or through electronic means, including off-campus conduct that creates or would foreseeably create a substantial disruption within the school environment.

Reporting

Any student who believes they have been subjected to bullying, harassment, or discrimination, or who has knowledge of such conduct, may report the incident orally or in writing to any teacher, administrator, or staff member. All staff members who receive such a report or witness bullying or harassment shall promptly notify the Principal, Dean of Students, Assistant Principal for Student Life, Assistant Principal for the Latin School, Assistant Principal for Latin School Students, Assistant Principal for Guidance or an Assistant Dean orally, not later than one school day after such school employee witnesses or

receives a report of bullying and harassment, and a written report must be filed or made in conjunction with the Principal, Dean of Students, Assistant Principal for Student Life, Assistant Principal for the Latin School, Assistant Principal for Latin School Students, Assistant Principal for Guidance or an Assistant Dean not later than two school days after making the initial oral report.

Criminal Conduct

Any incident involving conduct that may reasonably constitute criminal behavior shall be reported immediately to the Principal. When appropriate, the Principal will notify the relevant law enforcement agency.

Confidentiality

Reports and investigations will be handled confidentially to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable law.

Investigation and Response

The Principal, Dean of Students, Assistant Principal for Student Life, Assistant Principal for the Latin School, Assistant Principal for Latin School Students, Assistant Principal for Guidance and Assistant Deans will ensure the prompt and thorough investigation of all reports. When allegations are substantiated, appropriate corrective and disciplinary action will be taken in accordance with school policy and the Student Handbook.

Administration

The Principal, Dean of Students, Assistant Principal for Student Life, Assistant Principal for the Latin School, Assistant Principal for Latin School Student Life, Assistant Principal for Guidance and Assistant Deans shall serve as the administrators responsible for receiving reports, coordinating investigations, and ensuring compliance with this policy.

Policy Dissemination

This policy shall be maintained as part of the Student Handbook and available online throughout the school year.