

26. BULLYING PREVENTION

HICD believes that bullying, harassment, threats and/or intimidation has a negative effect on the environment of its schools, creates a climate of fear among its students and staff, inhibits the ability to learn, and leads to antisocial behavior. Therefore, bullying, harassment, threatening behavior and/intimidation will not be tolerated by HICD.

Every person, in any way associated with HICD, is prohibited from bullying, harassing, threatening, or intimidating any other person, while in or on HICD property, and/or at HICD-sponsored events or activities. Any such person, if found to have bullied, harassed, threatened or intimidated another person or persons, shall be subject to discipline pursuant to the relevant discipline policy.

- A. If any person is aware of, observes, has reliable information that would lead a reasonable person to suspect that a person is a target or victim, including themselves, of bullying, harassing, threatening, or intimidating behavior or communications, such person must report the behavior or communication to the school principal or assistant principal if the principal is not available.
- B. The principal or assistant principal will conduct an investigation by gathering information deemed necessary to evaluate the incident to determine the severity of the incident and the potential for future violence.
- C. After completing any necessary investigation, the principal shall determine if the accusation of bullying, harassing, threatening, or intimidating behavior or communications is substantiated and, if so, shall determine the appropriate discipline.
- D. Parents and guardians, if applicable, of both victims and perpetrator of verified bullying will be notified by site administration regarding the situation and steps taken to rectify the actions of the persons involved.
- E. During the pendency of the investigation, the principal may take appropriate action to ensure the safety of all students or school personnel involved.
- F. If warranted, the principal shall notify law enforcement of the reported incident and cooperate with any law enforcement investigation.

Steps for the Bullying Policy, with regard to students, can be found in the school Student Handbook.

Information from this regulation shall be posted on/in areas deemed appropriate by school principal and will be included in all student and faculty handbooks.

The principal will conduct an annual training regarding the preventing, identifying, responding and reporting of incidents of bullying with their faculty and staff. The principal will also provide for an educational program for students and parents in preventing, identifying, responding to and reporting incidents of bullying.

Definitions/Terms of this regulation:

- “Bullying” means any behavior, physical acts, verbal or electronic communication directed toward a student or group of students that results in or is reasonably perceived as being done with the intent to cause negative educational or physical results for the targeted individual or group and is communicated in such a way as to disrupt or interfere with the school’s educational mission or the education of any student.
- “At school” means on school grounds, in school vehicles, at school-sponsored activities or at school-sanctioned events.
- “Electronic communication” means the communication of any written, verbal, pictorial or video content by means of an electronic device, including, but not limited to, a telephone, or mobile or cellular telephone or other wireless telecommunication device or a computing device.
- “Threatening behavior” means any pattern or behavior or isolated action, whether or not it is directed at another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property.
- Appropriate school personnel consist of site administration (principal, assistant principals and/or administrative interns), counselors, and/or teachers.