



## **BULLYING AND HARASSMENT POLICIES**

Highpoint Academy has zero-tolerance for bullying and harassment of any kind. If there is evidence that a student has bullied, harassed or threatened another Student, Teacher or Staff Member in person, in a chat room, on any Social Network site, including Instagram, FaceBook, Twitter, etc., via e-mail or phone text, instant messaging, etc. the allegation will be immediately investigated and consequences may include detention, suspension or expulsion; (see Consequences below.)

The term **"HARASSMENT"** means any threatening, insulting or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student or employee that:

1. Places a student or employee in reasonable fear of harm to his or her person or damage to his or her property;
2. Has the effect of substantially interfering with a student's educational performance, opportunities or benefits or;
3. Has the effect of substantially disrupting the orderly operation of a school.

Harassment includes, but is not limited to, slurs, jokes, and other verbal, graphic or other physical conduct relating to an individual's race, color, sex, religion, national origin, citizenship, age or disability. The term also includes sexual advances, requests for sexual favors, offensive touching, and other verbal, graphic or physical conduct of a sexual nature. Violation of this Policy by either an Employee or a student will subject them to disciplinary action that may include immediate discharge, expulsion or criminal charges where applicable.

The term **"BULLYING"** means systematically and chronically inflicting physical hurt or psychological distress on one or more students and may involve, but is not limited to: teasing, social exclusion, threat intimidation, stalking, physical violence, theft, sexual, religious or racial harassment, public humiliation or destruction of property. Bullying includes "cyber-bullying."

Bullying and Harassment also include retaliation against a student or school employee by another student or school employee for asserting or alleging an act of bullying or harassment. For example, reporting an act of bullying or harassment that is not made in good faith is considered retaliation. Bullying and Harassment also include perpetuation of conduct by an individual or group with intent to demean, dehumanize, embarrass or cause physical harm to a student or employee by:

- a. Incitement or coercion;
- b. Accessing or knowingly causing or providing access to data through a computer, computer system or computer network within the scope of the school, or;
- c. Acting in a manner that has an effect substantially similar to the effect of bullying or harassment.

Staff, Faculty members and students are given information regarding harassment at the beginning of each school year. Students are instructed to immediately report to a member of our school's Faculty or Administration any incidents of harassment, bullying or abuse of any kind.

Highpoint's Faculty and Staff Members are required by law to report allegations of physical or sexual abuse to governmental authorities and to abide by all school policies and laws regarding Ethics of Professional Conduct.

**CONSEQUENCES FOR BULLYING/HARASSMENT OR THREATS**

Highpoint has zero-tolerance for bullying and harassment of any kind.

- Once a complaint is received where someone is identified as a harasser or bully, the incident will be documented in detail and a member of the Administration will be informed.
- The incident will then be thoroughly investigated and the victim, the alleged bully and any witnesses will be interviewed by the Teacher(s), Dean of Students and the Principal. Depending on the severity of the incident, Parents may also be contacted.
- All claims will be thoroughly investigated and documented accordingly. Results of the inquiry will determine the disciplinary action(s) taken. Consequences may include detention, suspension or immediate expulsion. Highpoint's Administration reserves the right to assign consequences as deemed appropriate.

**NOTE:**

**ALL POLICIES ARE POSTED ON OUR HIGHPOINT FAMILIES WEBSITE at [www.highpointfamilies.com](http://www.highpointfamilies.com)**

**BULLYING and HARASSMENT POLICIES ACKNOWLEDGEMENT**

**Student's Name:** \_\_\_\_\_ **Grade:** \_\_\_\_\_

***I have read (and/or read to my child) Highpoint Academy's BULLYING and HARASSMENT POLICIES, including consequences, and understand and agree to abide by them.***

**Parent's Name:** \_\_\_\_\_

\_\_\_\_\_  
**Signature of Parent/Legal Guardian**

**Signature of Students (Grades 4 thru 8):** \_\_\_\_\_

**Date signed:** \_\_\_\_\_