



## **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. student will face immediate consequences, including possibility of immediate expulsion.

The term “Harassment” means any threatening, insulting or dehumanizing gesture, racist comments, use of data or computer software programs, 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 potentially interfering with a student’s educational performance, emotional growth, psychological development, social development and/or oportunities or benefits;*
- 3. Has the effect of substantially disrupting the orderly operation of a school.*

The term “Harassment” includes, but is not limited to, slurs, jokes, and other verbal, graphic or other physical conduct relating to an individual’s race, color, sexual orientation, gender, 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 inflicting physical hurt or psychological distress on one or more student and may involve, but is not limited to: teasing, ridicule, social exclusion, threat intimidation, stalking, physical violence, theft, sexual, religious or racial harassment, public humiliation or destruction of property. Cyber-bullying or bullying/harassment that takes place outside school premises where the bullying/harassment affects a student enrolled at the school, will be treated in the same manner.

Bullying and Harassment also include all forms of hazing, 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.

Once a complaint is received where someone is identified as a harasser or bully, the incident will be investigated, documented in detail and a member of the Administration will be informed.

Additionally:

- Witnesses may be interviewed.
- The person being accused will be confronted and a grievance procedure will commence.
- Depending on the severity of the accusation, Parents may be contacted. Parents are expected to cooperate fully with the investigation.
- All claims will be thoroughly investigated and documented accordingly.
- Depending on the severity of the accusation and the results of the inquiries and the investigation, Highpoint's Administration retains the right to decide on an appropriate consequence that may include: detention, suspension or immediate expulsion.

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.

*Parents and Students are REQUIRED to sign an Agreement acknowledging our Bullying policies.  
ALL POLICIES ARE POSTED YEAR-ROUND ON OUR HIGHPOINT FAMILIES WEBSITE at  
[www.highpointfamilies.com](http://www.highpointfamilies.com)*