

All Aboard Charter School

BULLYING/HARASSMENT POLICY BULLYING POLICY

All Aboard Charter School has chosen to use the Second Step Programs: The Bullying Prevention Unit draws on bullying-related research from across the different stages of childhood. The Bullying Program is a comprehensive, school-wide program designed for use in elementary schools. Its goals are to reduce and prevent bullying problems among school children and to improve peer relations at school. The program has been found to reduce bullying among children, improve the social climate of classrooms, and reduce related antisocial behaviors such as vandalism and truancy.

All Aboard Charter School is committed to a safe and civil educational environment for all students, employees, volunteers, and patrons; free from harassment, intimidation, bullying, or cyber-bullying.

Bullying occurs when a student or group of students engage in any form of behavior that includes, but is not limited to, such acts as intimidation and/or harassment that form a pattern of such behavior, repeated over time, and that:

- has the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm or damage to property.
- is sufficiently severe, persistent, or pervasive that the action, behavior, or threat creates an intimidating, threatening, or abusive environment in the form of physical or emotional harm.
- occurs when there is a real or perceived imbalance of power or strength.
- may constitute a violation of law.

Cyber-bullying is, but not limited to, any act of bullying committed by use of electronic technology or electronic communication devices. This includes telephonic devices, social networking and other internet communications, school computers, networks, forums, and mailing lists, or other school owned property, and by means of an individual's personal electronic media and equipment.

HARASSMENT

Harassment is intentional behavior by a student or group of students that is disturbing or threatening to another student or group of students. Intentional behaviors that characterize harassment include, but are not limited to, stalking, hazing, social exclusion, name calling, unwanted physical contact and unwelcome verbal or written comments, photographs and graphics.

Harassment may be related, but not limited to, race, religious orientation, sexual preference, cultural background, economic status, size, or personal appearance. Harassing behaviors can be direct or indirect and by use of social media.

Intimidation is intentional behavior by a student or group of students that places another student or group of students in fear of harm of person or property. Intimidation can be manifested emotionally or physically, either directly or indirectly, and by use of social media. Students are prohibited from bullying on school grounds, school property, school buses, at school sponsored events and activities, and through the use of electronic technology or electronic communication equipment on computers, networks, forums, or mailing lists.

SEXUAL HARASSMENT

All individuals associated with All Aboard Charter School including, but not necessarily limited to, the school board, the administration, the staff, and the students are expected to conduct themselves at all times to provide an atmosphere free from sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made by a member of the school staff to a student or to another staff member or when made by a student to another student where:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's education; or
- Submission to or rejection of such conduct is used as a basis for education decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's educational performance, or creating an intimidating, hostile, or offensive educational environment.

SEXUAL HARASSMENT MAY INCLUDE, BUT IS NOT LIMITED TO:

- Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets, assault, touching, impeding or blocking movements, leering, gestures or display of sexually suggestive objects, pictures or cartoons.
- Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction between peers is not considered sexual harassment.)
- Implying or actually withholding grades earned or deserved; or suggesting that a scholarship recommendation or college application will be denied
- Engaging in coercive sexual behavior to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.

This policy is not intended to prohibit expression of religious, philosophical, or political views provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation, bullying or cyber-bullying may still be prohibited by other school policies or building, classroom, or program rules.

Corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation, bullying or cyber-bullying also constitutes violations of this policy.

NOTE: ANYONE WHO IS SUBJECT TO BULLYING, CYBER-BULLYING, HARASSMENT, INTIMIDATION, OR SEXUAL HARASSMENT, OR KNOWS OF THE OCCURRENCE OF SUCH CONDUCT, SHOULD NOTIFY THE ADMINISTRATION.

REPORTING/COMPLAINT PROCESS

Students may report harassment, intimidation, bullying, cyber-bullying, or sexual harassment to any staff member. The procedures to be followed are:

- Completion of Bullying, Harassment, Intimidation Report Form.

- At the time a student reports bullying, the Principal or designee shall provide the student who has allegedly been bullied with a written copy of student rights, protections, and support services available to the student and shall notify the parents/guardians of the report.
- An investigation of the reported incident or activity shall be made within ten (10) school days when school is in session or within fifteen (15) days during which the school offices are open for business when school is not in session.
- The administrator shall provide a written notice of the completed investigation to all parties directly involved.

All violations of this policy shall be treated in accordance with the appropriate procedures and penalties provided for in school policies related to the conduct and discipline of students, staff, and others. Students will be provided with age-appropriate information on the recognition and prevention of harassment, intimidation, bullying, cyber-bullying, or sexual harassment and their rights and responsibilities under this and other school policies and rule at student orientation sessions and on other appropriate occasions, which may include parents/guardians. Parents/guardians shall be provided with copies of this policy and procedure and appropriate materials on the recognition and prevention of harassment, intimidation, bullying, cyber-bullying, and sexual harassment.

False reporting will be subject to disciplinary action.

THREAT ASSESSMENTS

Students may be required to participate in an individual threat assessment to be conducted by a principal designee. Reasons that a student would be required to participate in a threat assessment include, but are not

limited to:

- Violent behavior
- Verbal or written threats
- Any situation deemed by the administration to be a disruption to the learning environment
- Intimidation or harassment

Non-Discrimination and Title IX

All Aboard Charter School does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities, including in admission and enrollment. All Aboard Charter School abides by the procedures mandated by Section 504 of the Rehabilitation Act of 1973 and the Individuals with Disabilities Education Act (IDEA) and will provide eligible students with disabilities a free appropriate public education (FAPE), including following Section 504 plans and Individualized Education Programs (IEPs).

The following person has been designated to handle inquiries regarding non-discrimination policies and is the School's Title IX Coordinator:

Name/Title: Rhonda Newton
 Address: 5827 N. 35th Ave., Phoenix, AZ. 85017
 Email: allabaordcharterschool@cox.net
 Phone: 602-433-0500

Complaints should be submitted to the Title IX Coordinator (above) and will be handled in compliance with applicable school policies and federal law and regulation.