



## Bullying Policy

The purpose of this procedural directive is to foster a safe, respectful and fear-free environment for all members of the school community, minimize the incidents of bullying at school and implement a process for the school to follow if bullying occurs. La Academia de Esperanza shall treat instances of bullying and cyberbullying equally in terms of prevention, intervention and discipline. The term bullying shall encompass the activity of cyberbullying.

It is expected that all members of the school community experience a positive school atmosphere where all individuals are honored and respected. It is the responsibility of every stakeholder to conduct themselves in a manner that promotes and supports this commitment.

For purposes of this procedural directive, “bullying” is a way of using power aggressively in which a person is subjected to intentional, unwanted and unprovoked hurtful verbal and/or physical actions. An act of bullying results in the targeted student feeling oppressed, fearful, distressed, injured, or uncomfortable. The aggression is repeated on more than one occasion and can include: physical, verbal, emotional, racial, sexual, written, electronic, damage to property, social exclusion, and intimidation. Bullying may be motivated by actual or perceived characteristics such as race, color, religion, ancestry, national origin, gender, sexual orientation or identity, mental, physical or academic disability. Bullying often takes place in a social context. Cyberbullying is a form of bullying.

For purposes of this procedural directive, “cyberbullying” electronic communication that:

- Targets a specific student with intent to harm;
- Is published with the intention that the communication be seen or disclosed to the targeted student;
- Is in fact seen or disclosed to the targeted student; and
- Creates or is certain to create a hostile environment on the school campus that is so severe or pervasive as to substantially interfere with the targeted student’s educational benefits, opportunities of performance.

For purposes of this procedural directive, “members of the school community” include students, employees, parents/legal guardians, school partners and visitors.

- Prohibition

La Academia de Esperanza strictly prohibits bullying by all members of the school community. La Academia de Esperanza strictly prohibits bullying by students whether on or off campus. Those who encourage bullying may be subject to corrective action. Bullying incidents shall not be tolerated by any La Academia de Esperanza employee.

La Academia de Esperanza prohibits reprisal or retaliation against any person who reports an act of bullying.

- Location/Context of Bullying

La Academia de Esperanza shall consider bullying, or behavior that displays the characteristics of bullying, which occurs in a digital or cyber environment the same as bullying occurring in a traditional or physical environment. La Academia de Esperanza therefore prohibits bullying in a digital or cyber environment by all members of the school community with the use of district technology or personal electronic devices whether on or off campus. Those who encourage bullying in a digital or cyber environment may be subject to corrective action. La Academia de Esperanza may take corrective action if a member of the school community has committed an act of bullying in a digital or cyber environment outside of these times/locations and that act of bullying lead to the disruption of a safe, respectful and fear-free environment for another member of the school community.