

John Hancock Charter School Bullying Policy

Bullying of students is not tolerated by the school or the board.

This policy is in effect while students are on school property; while students are attending or engaged in school-sponsored activities; and/or while students are away from school grounds if the misconduct directly affects the good order, efficient management, and/or welfare of the school.

Bullying consists of “Abusive conduct” which means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine: intended to cause intimidation, humiliation, or unwarranted distress; results in substantial physical or psychological harm as a result of intimidation, humiliation, or unwarranted distress; or exploits an employee's known physical or psychological disability. A single act does not constitute abusive conduct, unless it is an especially severe and egregious act that meets the standard under Utah Board Rule and/or Law.

“Bullying” means a school employee or student intentionally committing a written, verbal, or physical act against a school employee or student that a reasonable person under the circumstances should know or reasonably foresee will have the effect of:

1. causing physical or emotional harm to the school employee or student;
2. causing damage to the school employee's or student's property;
3. placing the school employee or student in reasonable fear of: a. harm to the school employee's or student's physical or emotional wellbeing; or b. damage to the school employee's or student's property;
4. creating a hostile, threatening, humiliating, or abusive educational environment due to: a. the pervasiveness, persistence, or severity of the actions; or b. a power differential between the bully and the victim; or
5. substantially interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities, or benefits.
6. the conduct described above constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.
7. “bullying” includes relational aggression or indirect, covert, or social aggression, including rumor spreading, intimidation, enlisting a friend to assault a child, and social isolation.

A student who feels that he or she has been bullied needs to communicate that he or she expects the behavior to stop, if the student is comfortable doing so. If the student wants assistance communicating with the bully, the student should ask a teacher, staff member, or principal to help. If the bullying does not stop, or if the student does not feel comfortable confronting the bully, the student should tell a teacher or Mrs. Adamic, the school's principal, exactly what happened.

The school will investigate allegations of bullying. The principal or designee will be

responsible for handling all complaints by students alleging bullying. Students who are found to have violated this policy shall be disciplined by appropriate measures, which may include suspension or expulsion.