

SUBJECT: ANTI-BULLYING

PUPRPOSE: By policy, the Governance Council specifically prohibits acts of harassment (disability, racial, religious or sexual), intimidation, bullying, or hazing on the part of Alma d'arte students and staff.

BACKGROUND: The Governance Council recognizes that a safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, bullying, or hazing like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. The Council further believes that providing an educational environment for all students, employees, volunteers, and families, free from harassment, intimidation, or bullying supports a total learning experience that promotes personal growth, healthy interpersonal relationships, wellness, and freedom from discrimination and abuse. Therefore, harassment, intimidation or bullying are forms of dangerous and disrespectful behavior that will not be tolerated.

DEFINITIONS:

- (A) "Bullying" means any repeated and pervasive written, verbal or electronic expression, physical act or gesture, or a pattern thereof, that is intended to cause distress upon one or more students in the school, on school grounds, in school vehicles, at a designated bus stop, or at school activities or sanctioned events. Bullying includes, but is not limited to, hazing, harassment, intimidation or menacing acts of a student which may, but need not be based on the student's race, color, sex, ethnicity, national origin, religion, disability, age or sexual orientation.
- (B) "Harassment" means knowingly pursuing a pattern of conduct that is intended to annoy, alarm or terrorize another person.
- (C) "Disability Harassment" is defined as intimidation or abusive behavior toward a student based on disability that creates a hostile environment by interfering with or denying a student's participation in or receipt of benefits, services, or opportunities in the district.

Harassment and Disability Harassment include but are not limited to:

- 1. Verbal acts, teasing, use of sarcasm, jokes;
 - 2. Name-calling, belittling;
 - 3. Nonverbal behavior such as graphic or written statements;
 - 4. Conduct that is physically threatening, harmful, or humiliating; or
 - 5. Inappropriate physical restraint by adults.
- (D) "Racial Harassment" consists of physical or verbal conduct relating to an individual's race when the conduct:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive academic environment;
 2. Has the purpose or effect of substantially or unreasonably interfering with an individual's academic performance; or
 3. Otherwise adversely affects an individual's academic opportunities.
- (E) "Sexual Harassment" means any unwelcome sexual advances, requests for sexual favors, or other inappropriate verbal, written, or physical conduct of a sexual nature.

Sexual harassment may take place under any of the following circumstances:

1. When submission to such conduct is made, explicitly or implicitly, a term or condition of obtaining an education; or
 2. Submission to or rejection of that conduct or communication by an individual is used to factor in decisions affecting that individual's education; or
 3. That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's education, or creating an intimidating, hostile or offensive educational environment.
- (F) "Hazing" means committing an act against a student, or coercing a student into committing an act, that creates a risk of harm to a person, in order for that student to be initiated into or affiliated with a student organization, or for any other purpose.

Hazing includes but is not limited to:

1. Any type of physical brutality such as whipping, beating, striking, branding, shocking, or placing a harmful substance on the body.
2. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
3. Any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, embarrassment, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
4. Any activity that causes or requires the student to perform a task that involves a violation of state or federal law, or district policies.

GENERAL PROVISIONS: The Governance Council directs the school staff to create, advertise, and implement procedures to ensure bullying in any form is prevented and addressed as appropriate, to include education regarding bullying, and corrective measures if and when such occurs (reference discipline procedures for additional information).

Legal Reference: NMAC 6.12.7

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