

Summary of
Salt Lake City School District Board Policies G-19 and G-20
Non-Discrimination and Anti-Harassment; Bullying, Cyber-bullying, and Hazing
for Students

Purpose: Salt Lake City School District's policy is to provide a work and school environment without discrimination, bullying, cyber-bullying, hazing or harassment. All reports of violations will be investigated and steps will be taken to stop violations **as appropriate**.

Bullying: All employees and students are prohibited from intentionally or knowingly committing and act that:

1. Endangers the physical health or safety of a student or employee;
 - a. Involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of harmful substance on the body or exposure to the elements;
 - b. Involves consumption of any food, liquor, drug, or other substance;
 - c. Involves other physical activity that endangers the physical health and safety of a student or employee; or
 - d. Involves physically obstructing a student's or employee's freedom to move; and
2. Is done for the purpose of placing a student or employee in fear of;
 - a. Physical harm; or
 - b. Harm to their property.

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.

The district also considers bullying to be aggressive behavior that:

1. Is intended to cause distress and harm;
2. Exists in a relationship in which there is an imbalance of power and strength; and
3. Is repeated over time.

Cyber-bullying: All employees and students are prohibited from using the internet, a cell phone or another device to send or post text, video, or image with the intent or knowledge, or with reckless disregard that the text, video or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.

Illegal and Inappropriate Discrimination- All employees, students, and third parties are prohibited from illegal and inappropriate discrimination including but not limited to the following;

1. Display of offensive posters, pictures, or objects.
2. Offensive verbal harassment including remarks, questions, teasing, slurs and innuendos.
3. Inappropriate jokes or comments about personal traits or characteristics.
4. Viewing, printing, or transmitting offensive material.
5. Conduct that is demeaning or derisive and occurs substantially because of a person's age, color, disability, national origin, pregnancy, race, religion, sex, or other unique characteristics.

Harassment: All employees, students, and third parties are prohibited from repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that created a hostile learning or work environment for an individual. All employees, students, and third parties are also prohibited from physically and/or sexually harassing another person. Prohibited activities include but are not limited to the following:

1. Sexual advances, requests for sexual favors, and/or sexually motivated physical conduct.
2. Subtle pressure for sexual activity.
3. Inappropriate or unwelcome touching, pinching, blocking, or brushing against another body.
4. Foul or obscene language or gestures.
5. Display of sexually offensive or suggestive posters, pictures, or objects.

6. Sexually offensive verbal harassment including remarks, questions, teasing, slurs, and innuendo.
7. Inappropriate jokes or comments about gender-specific traits.
8. Rumor spreading and social aggression intended to demean and disparage another individual.
9. Conduct that is demeaning or derisive and occurs substantially because of a person's gender.
10. Employees are prohibited from having any kind of romantic interaction with students.

Hazing: All employees, students, and third parties are prohibited from intentionally or knowingly committing an act that:

1. Endangers the physical health or safety of a student or employee;
 - a. Involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
 - b. Involves consumption of any food, liquor, drug, or other substance;
 - c. Involves other physical activity that endangers the physical health and safety of a student or employee;
 - d. Involves physically obstructing a student's or employee's freedom to move; and
2. Is done for the purpose of initiation or admission in to, affiliation with, holding office in, or as a condition for membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event; or
3. Committed because the perpetrator knows that the student or employee is a member of, or candidate for, membership with a school, school sponsored team, organization, program, or event to which the perpetrator belongs to or participates in.

All conduct described above constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to or acquiesced in, the conduct.

Retaliation- Students are prohibited from retaliating against any person who reports a violation or participates in any investigation and/or resolution of a complaint. Retaliation includes, but is not limited to intimidation, reprisal, or harassment.

Duty to Report and Confidentiality:

- ✓ Every student has a duty to report discrimination and/or harassment.
- ✓ Students will use good judgment and common sense before filing a report.
- ✓ Any district employee who receives a complaint will respect the confidentiality of the reporter(s) and those against whom reports are made.
- ✓ Students who knowingly file a false report are subject to disciplinary action.

How to Report Discrimination or Harassment:

- ✓ Students will report immediately to any school employee. That employee is responsible for relaying that report to the school principal.

Students who violate this policy will face disciplinary action to be determined by the administrator. Depending upon the severity of the offense, students may be suspended or expelled from school as per Policy and Administrative Procedures S-3.

Student signature _____ **School** _____ **Date** _____

Parent/guardian signature _____ **Date** _____

Students – sign this policy; take it home; have parents/guardians sign it; and then return it to your teacher.