

ANTI-BULLYING CODE OF CONDUCT

Offense Description	*Disciplinary Action		
	1 st Offense	2 nd Offense	3 rd Offense
<p>Level 1</p> <p>Verbal Bullying: ongoing name calling, teasing, gossip, threatening or intimidating language, making false accusations, put-downs, using profane or derogatory language towards someone</p> <p>Emotional Bullying: ongoing humiliating, taunting, and making fun of someone repeatedly in the presence of others (including online), dirty looks, insulting or threatening gestures, embarrassing, criticizing, or making negative comments</p> <p>Relational Bullying: ongoing gossip and rumor spreading, lying about the victim, isolating, ignoring, excluding, disclosing private or sensitive information, telling others not to be friends with someone</p> <p>Active Bystander (assisting/reinforcing bullying of an individual or group)</p>	<p><i>Minimum Action</i> Parent Contact, Verbal Reprimand</p> <p><i>Maximum Action</i> Out of School Suspension</p>	<p><i>Minimum Action</i> Parent Contact, Community Service</p> <p><i>Maximum Action</i> Out of School Suspension</p>	<p><i>Minimum Action</i> Parent Contact, Additional Community Service</p> <p><i>Maximum Action</i> Out of School Suspension or Expulsion</p>
<p>Level 2</p> <p>Cyber bullying: ongoing use of email, instant messages, text messages, digital pictures or images, cell phones, social media (including Facebook, Instagram, Snapchat, Twitter, etc.) to threaten, harass, or intimidate; posting mean or hurtful comments or pictures</p> <ul style="list-style-type: none"> • Occurs during school hours • Occurs using district technology • Occurs outside school hours, but effects the positive learning environment at school <p>Physical Violence or Threat of Physical Violence: ongoing assault, hitting, tripping, shoving, slamming lockers closed, hitting objects out of someone's hands, hazing, spitting, slapping, taking or breaking someone's things, making mean or rude hand gestures, hair pulling, defacing or destroying property (such as making marks on clothing, books, backpacks, etc.), stealing, initiating fights or forcing someone to fight another person</p> <p>Severe Harassment (including continuous verbal or sexual harassment, discriminatory actions)</p> <p>Intimidation: overt or implied threats and/or physical gestures to make another feel timid or fearful</p> <p>Retaliation: to hurt, threaten, or do something harmful to someone (including the bullying behaviors listed above) because that person has reported that you were bullying them or another student</p>	<p>For each offense in Level 2, the minimum action taken will be an out of school suspension and the maximum action taken will be expulsion based on the severity of the offense. Citations or legal charges may be issued.</p>		

*Severity of the incident may result in mandatory coaching by counselors, parent meetings, or other behavior modification plans, actions are merely presented as guidelines and school personnel maintain the right to modify penalties based on the severity of the incident.

*Disciplinary action will be taken once investigation is complete and bullying offense has been verified.