

Bullying/ Harassment/ Intimidation

Definitions:

Bullying: Bullying may occur when a student is exposed repeatedly and over time to negative action on the part of one or more other students. Bullying behavior is meant to hurt another person and is carried out by someone who is seeking power or control over another person. Bullying may constitute a violation of law.

There are 3 forms of bullying:

- Physical
- Verbal
- Social/Relational

Cyberbullying: Cyberbullying is, but not limited to, any act of bullying committed by use of electronic technology or electronic communication devices, including telephone, social networking, and other internet communications.

Harassment: Harassment is the intentional or reckless behavior by a student or group of students that is disturbing or threatening to another student or group of students. Intentional behaviors that characterize harassment include, but are not limited to, stalking, hazing, social exclusion, name calling, unwanted physical contact and unwelcome verbal or written comments, photographs and graphics. Harassment may be related, but not limited to, race, religious orientation, sexual orientation, cultural background, economic status, size or personal appearance. Harassing behaviors can be direct or indirect and by use of social media.

Intimidation: Intimidation is intentional behavior by a student or group of students that places another student or group of students in fear of harm of person or property. Intimidation can be manifested emotionally or physically, either directly or indirectly, and by use of social media.

Reporting Requirement: Anyone who believes that harassment, bullying or intimidation has occurred should report the behavior to a teacher, staff member, or administrator. Incident reporting forms are available in the front office.

Peer Conflict: Everyone experiences conflict from time to time, and it is a natural part of adolescent development. Usually this takes place with peers who know each other and have equal power (near in age, grade, etc.). There are times when peers may disagree, become frustrated and may say mean things or react physically. In these situations, once calm, peers are able to work through their disagreement by themselves or with the help of an adult.

Mean Behavior: On occasion students may display unkind or mean behavior such as, teasing, name calling, or touching/taking others property without permission. Usually these are isolated and the student showing the unkind behavior may feel badly, and stop the behavior, when the behavior is called out. Often this type of behavior may not be planned and is done without intention to harm. Students are responsible for speaking up for themselves or notifying the teacher, staff member or administrator for assistance.

Liberty Bullying, Harassment, and Intimidation Policy

All students, staff, administrators, and visitors are prohibited from bullying, harassing, and intimidating on school grounds, in school vehicles, at sponsored school events or activities, and through the use of electronic technology. All incidents of bullying, harassment, and intimidation should be reported to a school staff member or administrator. Students may report incidents via written report in the school office. Parents, staff and community members may report incidents by calling (928) 402-8024 or by submitting a written report to the front office.

Retaliation in any form by any employee, student, or community member against any complaining employee, student, community member or witness will not be tolerated. Likewise, those who knowingly submit false reports of bullying, harassment, or intimidation will face consequences.

Bullying, Harassment, and Intimidation Reporting Flow Chart

- Experience/witnessing of bullying, harassment, or intimidation
- Report made (by student, parent/guardian, staff, or community adult) to office in writing or by calling (928) 402-8024.
- School Administrator conducts an investigation of the incident and follows through with one or more of the following:
 - Parent contact(s)
 - Discipline as appropriate
 - Staff plan for supervision and intervention with student(s)
 - Contact Law Enforcement
- Follow up with victim regarding resolution