

**HAZING AND BULLYING
(Harassment, Intimidation and Dating Violence)**

Hazing means doing any act or coercing another, including the victim, to do any act of intimidation to any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person. Permission, consent or assumption of risk by an individual subjected to hazing does not lessen the prohibition contained in this policy.

Throughout this policy the term bullying is used in place of harassment, intimidation and bullying.

Hazing activities of any type including those activities engaged in via computer or electronic communications devices are inconsistent with the educational process and are prohibited at all times. No administrator, teacher or other employee of the District shall encourage, permit, condone or tolerate any hazing activities. No student, including leaders of student organizations, may plan, encourage or engage in any hazing.

Bullying, harassment and intimidation is an intentional written, verbal or physical act that a student has exhibited toward another particular student more than once. The intentional act also includes violence within a dating relationship. The behavior causes both: (1) mental or physical harm to the other student and (2) is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behavior is prohibited on school property or at a school-sponsored activity.

The District includes, within the health curriculum age-appropriate instruction in dating violence prevention education in grades 7 to 12. This instruction includes recognizing warning signs of dating violence and the characteristics of healthy relationships.

Permission, consent or assumption of a risk by an individual subjected to hazing or bullying does not lessen the prohibition contained in this policy.

Prohibited activities of any type including those activities engaged in via computer or electronic communications devices are inconsistent with the educational process are prohibited at all times. No administrator, teacher or other employee of the District shall encourage, permit, condone or tolerate any hazing or bullying activities. No student, including leaders of student organizations are permitted to plan, encourage or engage in any hazing or bullying.

Administrators, teachers and all other District employees are particularly alert to possible conditions, circumstances or events which might include hazing, bullying and/or dating violence. If any of the prohibited behaviors are planned or discovered, involved students are informed by the discovering school employee of the prohibition contained in this policy and are required to end all such hazing or bullying activities immediately. All hazing, bullying and/or dating violence incidents are

reported immediately to the Superintendent/designee and the appropriate discipline is administered.

The Superintendent/designee must provide the Board President with a semiannual written report of all reported incidents of bullying and post the report on the District's website.

The administration provides training on the District's hazing and bullying policy to District employees and volunteers who have direct contact with students. Additional training is provided to elementary employees in violence and substance abuse prevention and positive youth development.

District employees, students and volunteers have qualified civil immunity for damages arising from reporting and incident of hazing or bullying. Administrators, teachers, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with State and Federal law.

No one shall retaliate against an employee or student because he/she files a grievance or assists or participates in an investigation, proceeding or hearing regarding the charge of hazing or bullying of an individual.

Legal Refs.: ORC 117.53
 2307.44
 2903.31
 3301.22
 3313.666; 3313.667
 3314.03
 3319.073

Cross Refs: AC, Nondiscrimination/Harassment
 EDE, Computer/Online Services (Acceptable Use and Internet Safety)
 IIBH, District Web Site Publishing
 JFC, Student conduct (Zero Tolerance)
 JFCEA, Gangs
 JFCK, Use of Electronic Communications Equipment by Students
 Student Handbooks

Revised & Adopted: 3/23/2010
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Revised & Adopted: 3/21/05
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