



SCHOLAR ANTI-BULLYING

The LEAD Education Foundation is committed to providing its scholars equal educational opportunities in a safe learning environment free from bullying, violence, threats of violence, intimidation, and harassment. These forms of dangerous and disrespectful behavior will not be tolerated. To provide a safe and healthy learning environment for all scholars, parents should monitor their child's/children's social media activity. LEAD Academy is not responsible for actions occurring outside of the school's jurisdiction or area of influence unrelated to school and/or school-sponsored events.

A. Bullying, Violence, Threats of Violence, Intimidation, and Harassment Prohibited

Bullying, violence, threats of violence, intimidation, and harassment are prohibited and will be subject to appropriate disciplinary consequences and/or sanctions.

Definitions: In this policy, these terms shall have the following meanings:

Bullying- A continuous pattern of intentional behavior by the same person and/or persons (this is not a onetime event- see Code 31) including, but not limited to, hazing, harassment, intimidation, threats of violence, violence, or menacing acts that are intended to cause distress upon one or more scholars. This behavior can occur on or off of school property (during school functions), on a school bus, at designated school bus stops, or at school-sponsored functions including, but not limited to, cyber- bullying, verbal, written, electronic, or physical actions that are reasonably perceived as being motivated by any characteristic of a scholar, or by the association of a scholar with an individual who has a particular characteristic, if the characteristic falls into one of the following categories:

Gender • Sexual Orientation • Age • Religion • Nationality • Ethnicity • Race • Color • Socioeconomic Background • Mental, Physical, or Sensory Disability

To constitute bullying, a pattern of behavior may include any of the following that:

- places a scholar in reasonable fear of harm to his or her person and/or damage to his or her property.
- has the effect of substantially interfering with educational performance, opportunities, and/or benefits of a scholar.
- has the effect of interfering or denying the scholar's participation in receipt of benefits, services, or opportunities in the school district.
- has the effect of substantially disrupting and/or interfering with the orderly operation of the school.
- has the effect of creating a hostile environment in the school, on school property, on a school bus, and/or at a school-sponsored function; or
 - has the effect of being sufficiently severe, persistent, and/or pervasive enough to create an intimidating, threatening, and/or abusive educational environment for a scholar.



Harassment - Knowingly pursuing a pattern of conduct, whether physical, verbal, written, or electronic, that is intended to annoy, intimidate, extort, alarm, or terrorize another person. Additionally, the behavior poses a threat to the health, safety, and/or welfare of scholars, staff, or others on school grounds, in school vehicles, at designated school bus stops, at school activities, or at sanctioned events, whether on or off school property. Harassment includes, but is not limited to:

- verbal acts, teasing, name-calling, belittling, or use of sarcasm, jokes, obscene, abusive, vulgar, or irreverent language.
- nonverbal behavior such as graphic or written statements.
- conduct that is physically threatening, harmful or humiliating including, but not limited to the following: striking, shoving, kicking, touching a person, or subjecting him/her to physical contact, or gestures toward another scholar or school employee; or
- extortion of anything of value (such as personal property, money or information) from any other scholar or school employee through verbal, written, or physical threats, coercion, or intimidation.

Cyberbullying - Includes intimidating text messages or emails, rumors by email or social networking sites, embarrassing pictures and/or videos, trolling, or other pervasive, ongoing patterns intended to intimidate, harass, or shame a scholar. Parents/guardians should monitor their child's/children's social media activities. Any evidence of cyberbullying should be reported to the principal or principal's designee on a Bullying/Harassment Complaint Form. Allegations, suspicions, and/or reports of cyberbullying not originating or occurring at school or school-related functions are outside of LEAD Academy jurisdiction and area of influence and should be reported to the appropriate law enforcement agency.

Violence - The unjustified infliction of physical force by a scholar with the intent to cause injury to another scholar or damage the property of another scholar. Threats of violence - An unjustified expression of intention to inflict injury or damage made by a scholar and directed towards another scholar.

Intimidation - An unjustified threat or other action intended to cause fear or apprehension in a scholar.

B. Reporting, Investigation, and Complaint Resolution Procedures

Any scholar who believes he or she has been the victim of bullying or harassment, or any person with knowledge or belief of such conduct that may constitute bullying or harassment toward a scholar, should immediately report the alleged acts. A report may be made to any staff member. Teachers and other school staff who witness acts of bullying or harassment, or receive scholar reports of bullying or harassment, are required to promptly notify the school principal or the principal's designee.

1. Complaints alleging violations of this policy should be made on the Bullying/Harassment Complaint Form and must be delivered to the principal, or the principal's designee, either by mail or personal delivery. The principal, or the principal's designee, is required to accept and investigate all reports of bullying and/or harassment.



2. Acts of reprisal or retaliation against any scholar who has reported or is thought to have reported a violation of this policy, sought relief provided by this policy, or otherwise participated in an investigation regarding scholar bullying or harassment are prohibited.
3. Reports may be made anonymously, but formal disciplinary action may not be based solely on an anonymous report.
4. Appeals from discipline implemented as a result of a bullying or harassment complaint against a scholar shall be handled according to established suspension and due process procedures.
5. If a threat of suicide is reported on the Bullying/Harassment Complaint Form, the LEAD Academy personnel receiving the form will immediately notify the counselor and the principal, or the principal's designee, of the threat of suicide. The scholar must be supervised at all times by an informed staff member. The counselor, principal, or principal's designee will immediately implement the LEAD Academy Suicide/Homicide Protocol. They are required to inform the scholar's parent or guardian of the report unless, at the discretion of the school principal or the principal's designee, the apparent cause of the threat of suicide is child abuse or other significant harm from a parent or guardian.

C. Consequences for Violations

Verified acts of bullying, violence, threats of violence, intimidation, and harassment shall result in disciplinary action and/or corrective action reasonably calculated to end the identified conduct, deter future conduct, and protect the complainant and other similarly situated individuals.



Bullying/Harassment Complaint Form

Student's (Victim) Name: _____ Date: ____/____/____

School Name: _____ Grade: _____ Age: _____

Person Reporting: _____ Title/Relation: _____

Phone Number: _____ Parent/Guardian: _____

The LEAD Education Foundation prohibits all forms of bullying against scholars. The Board's anti-bullying policy can be found on the website at www.leadacademyal.org. Bullying is defined as a continuous pattern of intentional behavior that takes place on school property, on a school bus, or at a school-sponsored function including, but not limited to, cyberbullying or written, electronic, verbal, or physical acts that are reasonably perceived as being motivated by any characteristic of a student, or by the association of a student with an individual who has a particular characteristic, if the characteristic falls into one of the following categories:

Gender • Sexual Orientation • Age • Religion • Nationality • Ethnicity • Race Color • Socioeconomic Background • Mental, Physical, or Sensory Disability

Specific Description of Bullying Complaint
Dates of bullying incidents:
Names of alleged bully(ies):
Description of events:

*Attach separate sheets for additional information.

Scholar is having suicidal thoughts/ideation. If checked, the person receiving this notification must respond to this report as a suicidal threat and the LEAD Suicide/Homicide Protocols must be followed.



Please check all that apply:

<input type="checkbox"/> Bullying is occurring at school.	<input type="checkbox"/> Bullying is occurring between classes.
<input type="checkbox"/> Bullying is occurring on the bus.	<input type="checkbox"/> Bullying is occurring at PE/Gym/Recess.
<input type="checkbox"/> Bullying is occurring at the bus stop and/or in route to/from home.	<input type="checkbox"/> Bullying is occurring at lunch.
<input type="checkbox"/> Bullying is occurring on social media, i.e. Facebook, Twitter, Instagram, Snap Chat, or other?	<input type="checkbox"/> Bullying is occurring in the restroom.
	<input type="checkbox"/> Bullying is occurring in the classroom.
	<input type="checkbox"/> Bullying is occurring before/after school.
	<input type="checkbox"/> Bullying is occurring other: _____

Signature of person reporting: _____ Date submitted to Principal: _____

Name of person (employee) receiving this complaint: _____ Date: _____

To constitute bullying, a pattern of behavior may include any of the following:

- A. Places a scholar in reasonable fear of harm to his or her person or damage to his or her property.**
- B. Has the effect of substantially interfering with the educational performance, opportunities, or benefits of a scholar.**
- C. Has the effect of substantially disrupting or interfering with the orderly operation of the school.**
- D. Has the effect of creating a hostile environment in the school, on school property, on a school bus, or at a school- sponsored function.**
- E. Has the effect of being sufficiently severe, persistent or pervasive enough to create an intimidating, threatening, or abusive educational environment for a scholar.**



Administrative Purposes Only:

Details of Actions Taken:

Administrative Purposes Only- Principals or Principal's designee should check all that apply.

DISPOSITION:

<input type="checkbox"/> Bullying allegation was confirmed to be true	<input type="checkbox"/> Bullying was based on race/color/national origin
<input type="checkbox"/> Disciplinary actions were imposed	<input type="checkbox"/> Bullying was based on sexual orientation
<input type="checkbox"/> A safety plan was created and implemented	<input type="checkbox"/> Bullying was based on gender
<input type="checkbox"/> Law enforcement was notified	<input type="checkbox"/> Bullying was based on mental, physical or sensory disability
<input type="checkbox"/> Bullying allegation was unfounded	<input type="checkbox"/> Bullying was based on socioeconomic background
<input type="checkbox"/> Other concerns were identified and addressed	<input type="checkbox"/> Bullying was based on other:

STUDENT REPORTED AS BULLIED- Circle all that apply	STUDENT DISCIPLINED FOR BULLYING- Circle all that apply
Black/Caucasian/Asian/Hispanic/ Other/ Male/ Female	Black/Caucasian/Asian/Hispanic/ Other /Male/ Female
<input type="checkbox"/> Disability	<input type="checkbox"/> Disability
<input type="checkbox"/> Receiving Special Education Services	<input type="checkbox"/> Receiving Special Education Services
<input type="checkbox"/> Receiving 504 Services	<input type="checkbox"/> Receiving 504 Services

Date that letter was mailed to the parent of student reported as being bullied ____/____/____

Date that letter was mailed to parent/guardian of student alleged and/or disciplined for bullying. ____/____/____

Principal's Signature: _____ Date: ____/____/____

** A copy of the completed Bullying Complaint Form must be submitted to the Executive Director through the Principal Bullying Investigative Report Form.