



## **Bullying, Harassment and Intimidation Policy**

We are committed to providing a safe and secure school environment for all students. We believe students should be able to learn in an environment that is free from threat, intimidation, harassment and any type of bullying behavior, including cyberbullying. Students who engage in any act of bullying are subject to disciplinary action and logical consequences and referral to law enforcement.

### *What is Bullying?*

Bullying is the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person. Bullying can occur through written, verbal or electronic means, or by a physical act or gesture.

To protect students, we have several procedures in place, listed below.

Bullying will not be tolerated in school, on the bus, or during school activities, such as sporting events.

Bullying is classified as harassment and may constitute a violation of civil rights when it is based on color, ethnicity, gender, sexual orientation, gender identity, transgender status, religion, national origin, ancestry, age, marital status, veteran status or disability.

Students who engage in bullying will face disciplinary action and, depending on the severity and pattern, may be reported to law enforcement.

Southwest Detroit Community School has procedures for investigation and intervention of students engaged in bullying behavior, as well as procedures to prevent bullying and to support victims.



Southwest Detroit Community School has programs to help students who bully. Program methods include using re-education of acceptable behavior, discussions, counseling and appropriate consequences.

Southwest Detroit Community School will support students who have been the victims of bullying and all complaints will remain confidential. The Principal is also available to assist students.

### *Cyberbullying*

Additionally, Southwest Detroit Community School will take any report of *cyber bullying* seriously and will investigate credible reports promptly. Students are encouraged to report an incident immediately to a teacher or principal. Students who make a report are requested to preserve evidence of *cyber bullying*. For example, a student may save or bring a copy of an email, text message, picture or other electronic transmission that the student believes was intended to harm, insult, or humiliate.

Staff will take appropriate action and will bring it to the attention of the principal when students report an incident of cyber bullying. Staff will attempt to preserve evidence of the *cyber bullying* and will submit any evidence to the principal.

Complaints under this policy may be filed with the Principal and will remain confidential.

All complaints will be investigated and the parties involved informed of the outcome. Knowingly made false complaints may result in legal or administrative action against the complainant. No member of the school community may ever retaliate against a complainant.



### **Non-Discrimination Policy**

All members of the school community deserve to learn or work in an environment in which they are treated with dignity and respect. Harassment has no place in our school or on school grounds. Harassing conduct by employees, students, families and community members, at any level, will not be tolerated.

Every student has the right to learn in an environment that is free from harassment and/or discrimination based on color, ethnicity, gender, sexual orientation, gender identity, transgender status, religion, national origin, ancestry, age, parental status, marital status, homeless status, or disability. All students are guaranteed equal access to educational and extracurricular programs and activities.

Complaints under this policy may be filed with the Principal and will remain confidential.

All complaints will be investigated and the parties involved informed of the outcome. Knowingly made false complaints may result in legal or administrative action against the complainant. No member of the school community may ever retaliate against a complainant.