

7. The denial of admission must be based on reasonable evidence supporting the basis for denial.

#### **DISCIPLINARY ACTIONS FOR BULLYING/INTIMIDATION/HARASSMENT/STALKING**

**Policy:** It is policy that bullying/intimidation/harassment/stalking of students by other students, personnel, parents or the public will not be tolerated. This policy is in effect while the students are on school grounds, in school transportation or attending school. It also applies to any form of communication specifically directed at students or school personnel at any time that concerns bullying, intimidation, harassment or stalking.

**Bullying is intimidation by threats of or actual physical violence, the creation by whatever means of a climate of hostility or intimidation, or the use of language, conduct, or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.**

**As used in the School Bullying Prevention Act, bullying, intimidation and harassment means any gesture, written or verbal expression, or physical act that a reasonable person should know will harm another person, damage another's property, or insult or demean another in such a way as to disrupt or interfere with the school district's educational mission or the education of any student. This includes, but is not limited to, threatening behavior, harassment, intimidation, bullying and stalking by students at school and by electronic communication, whether or not such communication originated at school or with school equipment, if the communication is specifically directed at students or school personnel and concerns harassment, intimidation or bullying at school.**

**Examples of prohibited behavior include, but are not limited to, the following:**

- Verbal, physical or written abuse;
- Intimidation by threats of or actual physical violence;
- Repeated remarks of a demeaning nature;
- The use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice;
- Implied or explicit threats concerning one's grades, achievements, etc.;
- Demeaning jokes, stories or activities directed at the student;
- To have the effect of insulting or stigmatizing an individual;
- Unwelcome physical contact.

**Harassment includes but is not limited to harassment on the basis of race, color, religion, sexual orientation, gender or gender identity, national origin, age, marital status, veteran status, or disability.**

**The Superintendent shall develop procedures providing for:**

- **Prompt and thorough investigation of allegations of bullying;**
- **The expeditious correction of the conditions causing such bullying;**
- **Establishment of adequate measures to provide confidentiality in the complaint process;**
- **Initiation of appropriate corrective actions;**
- **Identification and enactment of methods to prevent reoccurrence of the harassment; and**
- **Notification of students, teachers and parents or guardian of students attending the technology center.**

**Violations of this policy may result in disciplinary actions. Sanctions may range from reprimands to suspension, expulsion and/or termination if an employee of the District.**

**If a student's actions are determined to constitute prohibited bullying, intimidation, harassment or stalking, the Superintendent may, as a condition or part of any disciplinary action that is taken:**

- 1. Recommend that available community mental health care options be provided to the student. The Superintendent may further require the student (if eighteen (18) or over) or the parent or guardian of the student to allow the mental health care provider to disclose any information concerning students who have received mental health care pursuant to this policy that indicates an explicit threat to the safety of students or school personnel as a condition of being allowed to return to school**
- 2. Contact law enforcement if a reported incident involves an immediate threat to school safety or immediate harm to the safety of an individual student.**
- 3. Recommend the referral of a person who commits an act of bullying to a delinquency prevention and diversion program administered by the Office of Juvenile Affairs.**

**Procedures:**

The procedure for investigating reported incidents of harassment, intimidation, and bullying or threatening behavior, is as follows:

1. The matter should immediately be reported to the Instructional Director or Assistant Director of the area. If the bullying involved an electronic communication, a printed copy of the communication as well as any identifying information such as email address or web address is to be provided. As much detailed information as possible is to be provided in written form to allow for a thorough investigation of the matter.
2. Prompt investigation of allegations of harassment will be conducted by the appropriate administrator.
3. Appropriate corrective actions will be taken.
4. Reporting forms will be completed:

- Investigation form,
  - Resolution Form
  - Reporting Form
5. The Bullying, Harassment, or Intimidation Reporting Form will be submitted to the Campus Administrator who is the Bullying Coordinator.
  6. Actions will be reviewed and Reporting Forms kept on file.

### **Sexual Harassment/Sexual Assault and Battery**

Francis Tuttle Technology Center policy strictly prohibits any form of Sexual Harassment, and Sexual Assault or Battery. Any person who is victim of a sexual assault should have as their first priority to seek a place of safety and seek medical assistance if needed. It is also vitally important that the assault be reported in a timely manner to an FTTC staff member, who will then notify a Title IX Coordinator.

### **General Prohibitions**

- a. Conduct of a sexual nature may include the following:
  - b. Verbal or physical sexual advances, including subtle pressure for sexual activity, or propositions of a sexual nature;
  - c. Touching, pinching, patting, or brushing against;
  - d. Unwarranted displays of sexually suggestive or sexually explicit objects or pictures;
  - e. Sexual assault;
  - f. Comments regarding physical or personality characteristics of a sexual nature; and
  - g. Sexually oriented “kidding”, “teasing”, double meanings, and jokes.
- h. Conduct of a sexual nature may constitute sexual harassment when the allegedly harassed person has indicated, either orally or by his or her conduct, that it is unwelcome.

### **Procedures:**

All complaints of sexual harassment shall be initiated by filing a written complaint with one (1) of the Title IX Coordinators. Any school employee contacted by a person who believes he/she has been sexually harassed shall advise the person so contacting them to notify a Title IX Coordinator immediately. Said school employee shall also notify a Title IX Coordinator that he or she has been contacted and shall provide the Title IX Coordinator with the name of the person contacting him or her.

The complaint must include the following information: name of complainant, address of complainant, telephone number of complainant, name of accused, position at Francis Tuttle of the accused, dates, times, locations, names of any witnesses, and description of the incident or incidents alleged to have occurred.

In the course of any disciplinary proceeding of an alleged sex offense, both the accuser and the accused will be entitled to the same opportunities to have others present. In addition,