

	POLICIES		
	P.10	Harassment, Intimidation and Bullying Policy	
Implementation Date	January 1, 2018	Last Reviewed/ Update Date	

HARASSMENT, INTIMIDATION AND BULLYING POLICY STATEMENT

P.G. Chambers School prohibits acts of harassment, intimidation, or bullying against any student.

P.G. Chambers School expects students to treat each other with civility and respect and will not tolerate acts of harassment, intimidation, or bullying on School property, at School-sponsored functions, or on School buses. Similar to other disruptive or violent behaviors, this conduct interferes with a student's ability to learn and a school's ability to educate its students in a safe environment.

P.G. Chambers School expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students and School staff, the educational purpose underlying all School activities, and the care of School facilities and equipment.

P.G. Chambers School believes that standards for student behavior must be set cooperatively through interaction among the students, parents/guardians, staff, and community members, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for district and community property on the part of students, staff, and community members.

P.G. Chambers School shall not tolerate any act of reprisal or retaliation against any person who reports an act of harassment, intimidation, or bullying. The administrator shall determine the consequence and appropriate remedial action for a person who engages in reprisal or retaliation after consideration of the nature and circumstances of the act, in accordance with case law, federal and state statutes and regulations and district policies and procedures.

Consequences and appropriate remedial action for a student found to have falsely accused another as a means of harassment, intimidation or bullying range from positive behavioral interventions up to and including suspension or expulsion as permitted under N.J.S.A. 18A: 37-1, Discipline of Pupils.

Consequences and appropriate remedial action for a School employee or any other member of the School community found to have falsely accused another as a means of harassment, intimidation or bullying shall be disciplined in accordance with district policies and procedures. This includes reporting to appropriate law enforcement officials if needed.

The Executive Director shall take all necessary steps to publicize this policy and shall inform students and staff that harassment, intimidation or bullying is prohibited on School property, any

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School-sponsored function or on School buses. This information shall also be incorporated into employee training programs and reviewed annually.

Definitions

"Harassment, intimidation, or bullying" is defined as any gesture or written, verbal or physical act that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory handicap, or by any other distinguishing characteristic, that takes place on School property, at any School-sponsored function or on a School bus and that:

- a) A reasonable person should know, under the circumstances, will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his person or damage to his property; or
- b) Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the School.

References

P.L. 2010, Chapter 122
 N.J.S.A. 18A:37-13