

## **Prohibition Against Harassment, Intimidation, and Bullying**

Harassment, intimidation, or bullying behavior by any student/school personnel in the North Olmsted School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. "Harassment, intimidation, or bullying," in accordance with House Bills 276 and 116, means any intentional written, verbal, graphic, or physical act including electronically transmitted acts, i.e., Internet, computer, cell phone, pager, personal digital assistant (PDA), wireless hand-held device, or other electronic communication device either overt or covert, by a student or group of students toward other students/school personnel with the intent to harass, intimidate, injure threaten, ridicule, or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity, on school provided transportation, or at any official school bus stop that a reasonable person under the circumstances should know will have the effect of:

- A. Causing mental or physical harm to the other student/school personnel including placing an individual in reasonable fear of physical harm and/or damaging of students' personal property; and
- B. Is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other students/school personnel.

Harassment, intimidation or bullying includes violence within a dating relationship.

Aggressive behavior is defined as inappropriate conduct that is repeated enough, or serious enough, to negatively impact a student's educational, physical, or emotional wellbeing. This type of behavior is a form of intimidation and harassment, although it need not be based on any of the legally protected characteristics, such as sex, race, color, national origin, marital status, or disability. It would include, but not be limited to, such behaviors as stalking, bullying/ cyber bullying, intimidating, menacing, coercion, name-calling, taunting, making threats and hazing.

Any complaints, allegations, or rumors of aggressive behavior and/or bullying shall be presented to the building principal or assistant principal, or to the Superintendent. Students may also report their concerns to teachers or counselors who will be responsible for notifying the appropriate administrator. The Board shall adopt a procedure by which a person may report an incident anonymously.

The North Olmsted Schools will provide an audiotape of any school policy, practice or form to assist visually impaired applicants, employees, or students.

The harassment and bullying complaint procedures in this handbook are set forth in North Olmsted City Schools Board of Education Policy 5517.01