

# **Grandfather Academy**

Policy Adopted 09/07/2012

## **PROHIBITION OF HARRASSMENT AND BULLYING**

---

Grandfather Academy acknowledges the dignity and worth of all students and employees and strives to create a safe, orderly, caring and inviting school environment to facilitate student learning and achievement. The Academy staff will not tolerate any form of harassment or bullying in any of its activities.

Students are prohibited from engaging in or encouraging any form of harassment including bullying against students, employees or any other individuals on school grounds or at school related functions. Harassment is unwanted, unwelcomed, and uninvited behavior that demeans, threatens or offends the victim and results in a hostile environment for the victim.

Harassment or bullying behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication that:

1. Places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
2. Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits.

### **Consequences:**

1. The first offense will result in an after school detention.
2. The second offense will result in an after school detention, and a written incident report will become part of the student's permanent record.
3. The third offense will result in an after school detention. Also, a written incident report will become part of the student's permanent record.
4. The fourth offense, and every offense thereafter, will result in a meeting with the sheriff's department where criminal charges may be pressed. A written incident report will become part of the student's permanent record.

I, \_\_\_\_\_, have been informed of Grandfather Academy's policy of Prohibition of Harassment and Bullying.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_