



ANTI-BULLYING AND HAZING POLICY 2023 - 24

Roots Charter High School is dedicated to maintaining a safe and respectful learning environment for all students. We believe in fostering a culture of inclusivity, respect, and dignity. An atmosphere where all can experience 243. Following state law, we have developed the following comprehensive policy to address bullying, cyber-bullying, hazing, abusive conduct, retaliation, and false reporting:

Definitions

- o **Bullying:** Bullying refers to any repeated, unwanted aggressive behavior directed towards an individual or group intending to intimidate, harm, or exert power over them. This includes physical, verbal, psychological, or relational actions that cause harm, fear, or distress.

- o **Cyberbullying:** Cyberbullying encompasses using electronic communication tools to engage in bullying behavior. It includes but is not limited to harassment, intimidation, spreading rumors, sharing private information, or engaging in derogatory or threatening online actions.

- o **Hazing:** Hazing involves actions, regardless of consent, that are required or expected of individuals seeking or maintaining membership within a group or organization. These actions are intended to humiliate, degrade, or expose individuals to physical, emotional, or psychological harm.

- o **Abusive Conduct:** Abusive conduct refers to any behavior that is threatening, intimidating, or demeaning, creating an environment of hostility and interfering with an individual's well-being and educational experience.

Prohibitions

Bullying, cyber-bullying, hazing, abusive conduct, retaliation, and false reporting are strictly prohibited within the premises of Roots Charter High School, at school-sponsored events, and during transportation to and from school.

Parent Notification

Roots Charter High School recognizes the importance of maintaining open lines of communication with parents/guardians. We are committed to promptly notifying parents/guardians of incidents involving bullying, cyberbullying, hazing, abusive conduct, retaliation, or threats of suicide made by a student.

Grievance Processes for School Employees

The school provides a clear grievance process for employees who believe they have been subjected to bullying, cyberbullying, hazing, abusive conduct, or retaliation. Employees are encouraged to report such incidents to their immediate supervisor or the designated authority to initiate a fair and thorough investigation.



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Reporting and Investigation Procedures

- Any individual who witnesses or experiences bullying, cyber-bullying, hazing, abusive conduct, or retaliation is encouraged to report the incident promptly to any staff member or administrator. The school will ensure a confidential, sensitive, and impartial investigation process.
- The reporting and investigation procedures will include interviews with relevant parties, reviews of disciplinary reports, physical evidence, and any other relevant information. The school reserves the right to involve law enforcement if necessary and as mandated by law.

Action Plans

Roots Charter High School will promptly initiate appropriate action to address the reported incident upon receiving a report. This may include but is not limited to counseling, disciplinary actions, mediation, conflict resolution, or implementation of individualized safety plans.

Publicizing the Policy

Roots Charter High School is committed to ensuring that this anti-bullying and hazing policy is widely known and understood by students, staff, parents, and the community. The policy will be publicized through student handbooks, staff orientations, the school's website, and other appropriate means.

Roots Charter High School affirms its commitment to the safety and well-being of all students. This policy will be reviewed periodically to ensure its effectiveness and compliance with state laws and regulations.

By signing below, I acknowledge that I have read, understood, and will adhere to the Anti-Bullying and Hazing Policy of Roots Charter High School.