BULLYING AND HAZING POLICY

Purpose: The purpose of this policy is to comply with the WSU Policy Manual on discrimination and harassment and with the requirements of Utah Administrative Code R277-613.

Definition: Bullying and hazing are forms of harassment. For the purposes of this policy, bullying is defined as: "The repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another. It may include, but is not limited to actions such as verbal taunts, name calling and put downs, including ethnically based or gender based verbal put downs, and extortion of money or possessions."

Hazing means intentionally or knowingly committing an act that endangers physical health or safety; involves physical brutality; consumption of food, drink or drugs; or involves physically obstructing freedom to move and is done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for membership or acceptance or continued membership or acceptance in any school or school sponsored team, organization, program or event.

Policy: The WSU Charter Academy along with Weber State University is committed to providing an environment free from harassment and other forms of discrimination. Specifically bullying and hazing are disruptive to the educational process, and therefore bullying and hazing are unacceptable behavior at WSU Charter Academy and are prohibited. Any reports of bullying and hazing will be taken seriously and investigated by school employees who are made aware of the incidence and by the Academy administration. A mail drop will be made available where reports can be made anonymously.

Students who engage in any act of bullying while at school, at any school function, in connection to or with any school sponsored activity or event, or while en route to or from school are subject to disciplinary action, up to and including suspension or expulsion. The parents of these students will be included early in this process to insure the best possibility of resolving the issue in a positive way for all involved. School or school sponsored teams, organizations, programs or events that allow bullying or hazing are subject to dissolution. Law enforcement officials shall be notified of bullying incidents, when required by law.

The academy will provide support for victims of bullying and hazing including a safe removal from the situation, steps taken to be sure it does not happen again, and, along with classmates, education on what to do in the case of being the victim of bullying or hazing. The victim’s parents will be involved as early as possible and referrals to counseling will be available for them. The victim’s parents or guardians will be informed of the actions taken against the perpetrator to the extent permitted by federal and state law.

All school staff will be trained about the academy’s bullying and hazing policy during their initial orientation and it will be a part of any employee handbook. The policy will also be available to parents in their student conduct handbook.

This policy should not be interpreted to prohibit a reasonable and civil exchange of opinions or debate that is protected by state or federal law.