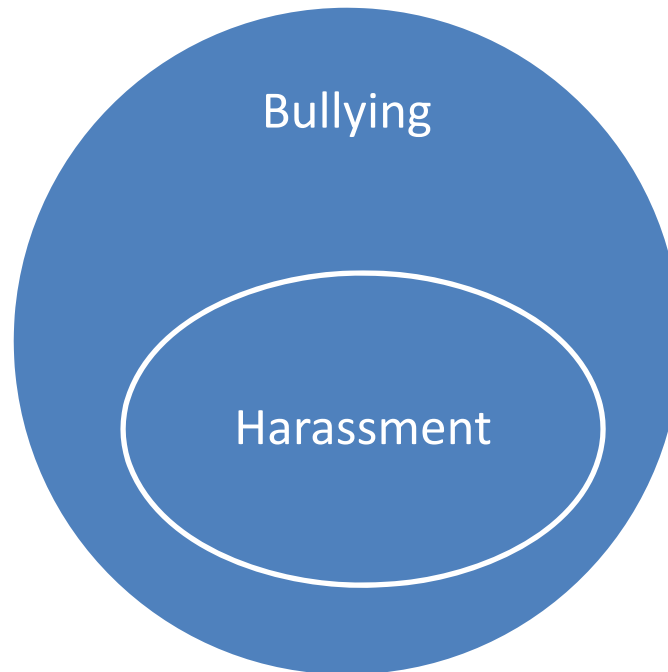


Bullying and Harassment: Which is it?



All harassment (negative interactions based on protected class status) is bullying. Not all bullying is harassment. Harassment is a legal term used to refer to a type of discrimination. Bullying pertains to students, but not to employees. Harassment applies to both. Bullying training should include these details.

A Visual Clarification of Bullying and Harassment

JICDE: **Bullying** is any written or oral expression, or physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate or cause any physical, mental or emotional harm. This includes but is not limited to such expression, act or gesture directed toward a student on the basis of that student's race, color, religion, national origin, ancestry, sex, sexual orientation, disability or academic performance.

JBB: **Harassment** is unwelcome, hostile and offensive verbal, written or physical conduct based on or directed at the characteristics of a person's race, color, religion, national origin, ancestry, sex, sexual orientation or disability.

To respond to Bullying and Harassment:

All administrators, counselors, teachers and other employees and authorized volunteers who have any incident of bullying or harassment reported to them or otherwise have reason to believe it is occurring shall promptly forward the report(s) and/or other information to the principal or principal's designee for appropriate action.

All District employees and authorized volunteers who witness student bullying or harassment in any such circumstance shall immediately take prompt and effective action to stop it, as prescribed by the District and the building principal.

Any student who engages in harassment of another student based on the other student's race, color, religion, national origin, ancestry, sex, sexual orientation or disability shall be required to attend a meeting with his or her parent(s) or guardian(s) and the principal or principal's designee; be subject to remedial action such as education or counseling; and be subject to disciplinary action up to and including suspension or expulsion.

The District shall train staff members to recognize and effectively deal with incidents of harassment on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation and disability.