

Bullying Policy

Prohibition of Harassment, Intimidation, and Bullying

Schoolcraft Learning Community is committed to a safe and civil educational environment for all students, employees, volunteers and patrons, free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentional written, verbal, graphic or physical act (including electronically transmitted acts such as internet or cell phone), when the intentional written, verbal, graphic or physical act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this policy requires the affected student to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo’s, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s). “Just kidding” does not excuse the act and appropriate measures will be put in place as necessary.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other Schoolcraft policies or building, classroom, or program rules.

Consequences and appropriate remedial actions for a student who commits one or more acts of harassment or bullying may range from positive behavioral interventions up to and including suspension or expulsion.

Consequences for a student who commits an act of harassment or bullying shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student’s history or problem behaviors and performance.

Schoolcraft Learning Community requires the director or the director’s designee to be responsible for receiving complaints alleging violations of this policy. All school employees are required to report alleged violations of this policy to the director or designee. **Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report.**