

Bullying & Harassment Policy



Reason for Policy

In order to achieve the mission and vision of New City School and sustain the supportive community for all staff, teachers, students and parents, it is imperative that students are free from harassment on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability. To this end, New City School prohibits any form of harassment on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability.

Definitions:

Bullying: Bullying is defined as intimidating, threatening, abusive or harming conduct that is objectionably offensive, and:

1. There is an actual or perceived imbalance of power between the student engaging in prohibited conduct and the target of the behavior, AND
2. The conduct is repeated or forms a pattern, OR
3. Substantially interferes with another student's or students' educational benefits, opportunities, or performance.

Bullying includes, but is not limited to, conduct by a student against another that has the effect of harming a student, damaging a student's property, placing a student in reasonable fear or harm to his/her person or property, or creating a hostile educational environment for a student. The misuse of technology, including, but not limited to, teasing, intimidating, defaming, threatening, or terrorizing another student, staff or teacher, by sending or posting e-mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs, also may constitute an act of bullying regardless of whether such acts are committed on or off school property or with or without the use of school resources.

Harassment: Harassment consists of physical or verbal conduct, including but not limited to electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability when the conduct has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment; has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or otherwise adversely affects an individual's employment or academic opportunities.

Reporting

Any person who believes that they have been the victim of bullying or harassment, or any person with knowledge or belief of such conduct, should report the alleged acts immediately to the Executive Director, staff member or teacher. There will be no

retaliation against any person who reports bullying or participates in an investigation. Reports of bullying or harassment prohibited by this policy are classified as private educational and/or personnel data and confidential investigative data and will not be disclosed except as permitted by law. The school will respect the privacy of the complainant (s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

Investigation

New City School will act to investigate all complaints of bullying or harassment and to discipline or take appropriate action against any student, teacher, other school personnel who is found to have violated this policy.

In determining whether alleged conduct constitutes a violation of this policy, the Executive Director (with relevant input from the Board) will consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.

In addition, the Executive Director (with relevant input from the Board) may take immediate steps, to protect the complainant, students, teachers, or other school personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.

Action

Upon completion of the investigation, the Executive Director (with relevant input from the Board) will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. School action taken for violation of this policy will be consistent with requirements of Minnesota and federal law, and school policies.

Adopted by the NCS Board of Directors, September 16, 2020