

## **Early Light Academy Bullying & Hazing Policy**

### **PURPOSE**

The purpose of this policy is to prohibit bullying, hazing, harassment and intimidation of students and school personnel. The Board of Directors (the “Board”) of Early Light Academy (the “School”) has determined that a safe, civil environment in school is necessary for students to learn and achieve high academic standards and that conduct constituting bullying, hazing, harassment and intimidation disrupts both a student’s ability to learn and the School’s ability to educate its students in a safe environment.

### **POLICY**

#### **Prohibitions**

In order to promote a safe, civil learning environment, the School prohibits all forms of bullying of students and School personnel (a) on School property, (b) at a School-related or sponsored event, or (c) while the student or School personnel is traveling to or from School property or a School-related or sponsored event. The School prohibits all forms of hazing of students and School personnel at any time and any location.

Students and School personnel are prohibited from retaliating against any student, School personnel or individual investigating an allegation of bullying, hazing or retaliation.

Students and School personnel are prohibited from making false allegations of bullying, hazing and retaliation against a student or School personnel.

In addition, School personnel, coaches, sponsors and volunteers shall not permit, condone or tolerate any form of hazing or bullying and shall not plan, direct, encourage, assist, engage or participate in any activity that involves hazing or bullying.

#### **Reporting and Investigation**

Students who have been subjected to hazing or bullying must promptly report such incidents to any School personnel orally or in writing. School personnel must report to the School’s Director (the “Director”) incidents of hazing and bullying, including both oral and written reports as well as conduct that they witness themselves. In connection with a report of bullying, hazing or retaliation, students and School personnel may request that their identity be kept anonymous, and reasonable steps shall be taken by the Director and others involved in the reporting and investigation to maintain the anonymity of such individuals.

The Director shall promptly make a reasonably thorough investigation of all complaints of hazing and bullying, including, to the extent possible, anonymous reports, and shall administer appropriate discipline to all individuals who violate this policy.

The Director will report to law enforcement all acts of bullying, hazing or retaliation that constitute criminal activity.

### **Consequences of Prohibited Behavior**

Students and School personnel participating in or encouraging conduct prohibited by this policy will be disciplined. For students, such discipline may include, but is not limited to, suspension or expulsion from the School and removal from participation in School activities.

School personnel that violate this policy will be disciplined or terminated.

### **Additional Provisions**

The Director will take reasonable steps to ensure that any victim of hazing or bullying will be protected from further hazing or bullying and that any student or School personnel who reports such incidents will be protected from retaliation.

If the Director believes that any victim or perpetrator of conduct prohibited by this policy would benefit from counseling, the Director may refer such individuals for counseling.

To the extent allowable under applicable privacy laws, the Director will inform the parents or guardians of a student who is a victim of conduct prohibited by this policy of the actions taken against the perpetrator of such conduct.

If the Director believes that it would be in the best interests of the individuals involved, the Director may involve the parents or guardians of a perpetrator or victim of hazing, bullying or retaliation in the process of responding to and resolving conduct prohibited by this policy.

The Director will inform students, parents, School personnel and volunteers that hazing and bullying are prohibited and will distribute a copy of this policy to such individuals. A copy of this policy will be included in employee handbooks for the School and be made available to students and parents.

The Director will provide for appropriate training designed to assist School personnel, coaches, sponsors and volunteers in identifying, preventing and responding to incidents of hazing and bullying.

## **Definitions**

*Hazing* -- For purposes of this policy, “hazing” means intentionally or knowingly committing an act that:

(1) endangers the physical health or safety of a school employee or student; involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements; involves consumption of any food, liquor, drug, or other substance; involves other physical activity that endangers the physical health and safety of a school employee or student; or involves physically obstructing a school employee's or student's freedom to move; and

(2) 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; or if the person committing the act against a school employee or student knew that the school employee or student is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to which the person committing the act belongs to or participates in.

The conduct described above constitutes hazing regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

*Bullying* -- For purposes of this policy, "bullying" means intentionally or knowingly committing an act that:

(1) endangers the physical health or safety of a school employee or student; involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements; involves consumption of any food, liquor, drug, or other substance; involves other physical activity that endangers the physical health and safety of a school employee or student; or involves physically obstructing a school employee's or student's freedom to move; and

(2) is done for the purpose of placing a school employee or student in fear of physical harm to the school employee or student; or harm to property of the school employee or student.

*Harassment* -- For purposes of this policy, “harassment” means intentionally or knowingly committing an act that:

(1) involves sexual advances, requests for sexual favors or other verbal or physical conduct relating to a person's sex, race, color, national origin, creed, religion, height, weight, personal characteristics, marital status, sexual orientation, or disability, i.e. sexual or racial comments, threats, or insults, unwanted touching, etc.



THE EARLY LIGHT ACADEMY

The conduct described above constitutes bullying, hazing or harassment regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

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*Mia Prazen - ELA Board President*

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*Date*