

## Father John V. Doyle School Bullying Policy

Father John V. Doyle School prohibits all forms of harassment, bullying, retaliation, and discrimination based on race, color, religion, national origin, ethnicity, sex, sexual orientation, age, or disability.

The prohibition against harassment, discrimination, bullying, and retaliation applies to all students on all sites and activities that the School supervises, controls, or where it has jurisdiction under the law, including on school premises and school-sponsored functions, events or activities, including field trips, athletic activities and school-related transportation. Also prohibited is harassment, discrimination, bullying, and retaliation that does not take place on school grounds, but when such actions create a hostile environment at school for the victim, infringes on the victim's rights at school, or materially and substantially disrupts the education process or the orderly operation of a school. This includes acts or threats conducted by electronic communication, including all forms of social media. Reports or complaints of harassment, bullying, retaliation, or discrimination should be brought to the attention of the classroom teacher and / or school administration.

**Bullying:** Any written or verbal expression, or physical acts or gestures, directed at another person(s) to intimidate, frighten, ridicule, humiliate, or cause harm to the other person, where the conduct may or may not be related to an individual's actual or perceived race, color, national origin, ethnicity, religion, sex, sexual orientation, age, or disability. Bullying may include, but is not limited to, repeated taunting, threats of harm, verbal or physical intimidation, cyber-bullying through emails, instant messages, or websites, pushing, kicking, hitting, spitting, or taking or damaging another's personal property.

**Discrimination:** Treating people differently, or interfering with or preventing a person from enjoying the advantages, privileges or courses of study in a school because of an individual's actual or perceived race, color, national origin, ethnicity, religion, sex, sexual orientation, age, or disability.

**Harassment:** Harassment is oral, written, graphic, electronic, or physical conduct on school property or at a school-related event, function or activity relating to an individual's actual or perceived race, color, national origin, ethnicity, religion, sex, sexual orientation, age, or disability, that is sufficiently severe, pervasive or persistent so as to interfere with or limit a student's ability to participate in or benefit from the programs or activities, by creating a hostile, humiliating, intimidating, or offensive educational environment. For purposes of this policy, harassment shall also mean conduct, if it persists, that will likely create such a hostile, humiliating, intimidating or offensive educational environment. A single incident, depending on its severity, may create a hostile environment.

**Retaliation:** Any form of intimidation, reprisal, or harassment by a student directed against any student, staff or other individual for reporting or filing a complaint, or for aiding or encouraging the filing of a report or complaint