

502 Bullying, Hazing, Retaliation, and Abusive Conduct Policy

1. Purpose

The purpose of this policy is to eliminate all types of bullying, hazing, retaliation and abusive conduct by and against students and employees of St. George Academy. This will be accomplished through awareness efforts, training, identification, and disciplinary action (both students and employees) against those who violate this policy. A secondary purpose is to provide clear standards and a safe and accessible reporting process for victims of bullying and hazing.

Students or employees who believe they are subjects of sexual harassment should follow the procedures outlined in SGA's Title IX grievance policy.

2. Policy

The St. George Academy Administration is committed to protecting its students, employees, and school guests from bullying, hazing, retaliation, and abusive conduct of any type, for any reason. The school believes that all students, employees, or guests are entitled to a safe, equitable, and harassment-free school experience. Bullying, hazing, retaliation, and abusive conduct in any form will not be tolerated and shall be just cause for action as defined by SGA Policy 401: SGA Behavioral Framework. Conduct that constitutes bullying, hazing, retaliation, and abusive conduct as defined herein will be addressed immediately and consistently.

3. Procedure

3.1. Definitions

3.1.1. Bullying is aggressive behavior that is intentional and involves an imbalance of power or influence. A person is bullied or victimized when they are exposed repeatedly to negative actions on the part of one or more persons over time. "Bullying" means intentionally or knowingly committing an act that:

3.1.1.1. Endangers the physical, and/or emotional health or safety of a school employee or student;

3.1.1.1.2. 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;

3.1.1.1.3. Involves forced or involuntary consumption of any food, liquor, drug, or other substance;

3.1.1.1.4. Involves other physical activity that endangers the physical health and safety of a St. George Academy employee or student; or

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3.1.1.1.5. Involves physically obstructing a St. George Academy employee's or student's freedom to move; and

3.1.1.1.6. Involves verbal intimidation.

3.1.1.2. Secondly, these actions are done for the purpose of placing a St. George Academy employee/student in fear of:

3.1.1.2.1. Physical harm or

3.1.1.2.2. Harm to their property.

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

3.1.2. "Hazing" means intentionally or knowingly committing an act that:

3.1.2.1. Endangers the physical health or safety of a St. George Academy employee or student;

3.1.2.2. 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;

3.1.2.3. Involves forced or involuntary consumption of any food, liquor, drug, or other substance;

3.1.2.4. Involves other physical activity that endangers the physical health and safety of a St. George Academy employee or student; or

3.1.2.5. Involves physically obstructing a St. George Academy employee's or student's freedom to move; and

3.1.2.6. 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

3.1.2.7. If the person committing the act against a St. George Academy employee or student knew that the St. George Academy 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.

3.1.2.8. 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.

3.1.3. "Cyberbullying" means the use of email, instant messaging, chat rooms, cell phones, or other forms of information technology to deliberately harass, threaten, or intimidate someone for the purpose of placing a St. George Academy employee or student in fear of:

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3.1.3.1. Physical harm or

3.1.3.2. Harm to personal property or

3.1.3.3 Shaming or

3.1.3.4 Emotional harm or

3.1.3.5 Public humiliation.

3.1.4. "Retaliate" means an act or communication intended:

3.1.4.1. As retribution against a person for reporting bullying or hazing; or

3.1.4.2. To improperly influence the investigation of, or the response to, a report of bullying or hazing.

3.1.5 "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. A single act does not constitute abusive conduct.

3.2. Publication

3.2.1. A copy of this policy shall be included in student conduct handbooks, employee handbooks, and available on the St. George Academy website.

3.2.2 As required by [Utah State Code 53G-9-605\(3\)\(h\)](#) all SGA parents, students and employees will sign a yearly statement indicating that they received a copy of this policy.

3.3. Prohibitions

3.3.1. No St. George Academy employee or student may engage in bullying or cyberbullying a St. George Academy employee or student on school property, at a school-related or sponsored event, on a school bus, at a school bus stop or while the St. George Academy employee or student is traveling to or from a location or event described above.

3.3.2. No St. George Academy employee or student may engage in hazing a St. George Academy employee or student at any time or in any location.

3.3.3. No St. George Academy employee or student may engage in retaliation against a St. George Academy employee, a student, or an investigator for, or witness of, an alleged incident of bullying, cyberbullying, hazing, or retaliation.

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3.3.4. No St. George Academy employee or student may make a false allegation of bullying, cyberbullying, hazing, or retaliation against a St. George Academy employee or student.

3.4. Actions Required

3.4.1. The school allows for anonymous reporting of bullying, hazing, retaliation, or abusive conduct through the Utah Safe Schools application and through the school's Administration.

3.4.1.1 All in-person reports of bullying, hazing, retaliation, or abusive conduct will be kept anonymous by SGA Administration.

3.4.1.2 SGA personnel will record reported incidents of bullying, hazing, retaliation, or abusive conduct in the SIS ASIPRE system, RTI behavioral reports, and Administrative behavior reports.

3.4.2. In addition to the published procedures and notification above, SGA Administration will notify verbally or electronically parents or guardians of a perpetrator of the prohibited actions as defined by this policy or a victim of bullying, hazing, retaliation, or abusive conduct as defined by this policy within 5 school days in the process of responding to, and resolving, conduct prohibited in this policy.

3.4.2.1 If the notification occurs verbally, a follow-up email recounting the discussion will be sent to parents or guardians of a perpetrator or victim of bullying, hazing, retaliation, or abusive conduct.

3.4.2.2 All notification and follow up emails sent to parents or guardians of a perpetrator or victim of bullying, hazing, retaliation, or abusive conduct will be kept in the Administrator's email file until the student(s) involved have graduated or aged out of the public education system.

3.4.2.3 Once the student(s) involved have graduated or aged out of the public education system, the record will be deleted.

3.4.2.4 Parents or guardians will be notified as soon as reasonably possible if their student has threatened to commit suicide as a result of bullying, hazing, retaliation, or abusive conduct.

3.4.3 St. George Academy employees and students will be trained to recognize and prevent bullying, hazing, retaliation, or abusive conduct every school year a minimum of two times, but more often is recommended.

3.5. Actions Required if Prohibited Acts Are Reported

3.5.1. Each reported complaint shall include: (1) name of complaining party; (2) name of offender (if known); (3) date and location of incident(s); (4) a statement describing the incident(s), including names of witnesses (if known).

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3.5.2. Each reported violation of the prohibitions noted previously shall be promptly investigated by an SGA administrator.

3.5.3. The school will act on student misconduct or violations of this policy using the procedures outlined in SGA Policy 402: Academic Performance, Attendance, and 401: SGA Behavioral Framework.

3.5.4. In addition to those corrective actions outlined in policies 401 and 402, the actions taken should also include:

3.5.4.1. Procedures for protecting the victim and other involved individuals from being subjected to further bullying or retaliation for reporting the bullying or hazing.

3.5.4.2. Prompt reporting to law enforcement of all acts of bullying, hazing, retaliation, or abusive conduct that constitute suspected criminal activity, physical violence, or threats of physical violence.

3.5.4.3. Employee misconduct or violations of this policy will follow the procedures outlined in Policy 306: Employee Discipline Framework. If an employee disagrees with the actions taken in policy 306, the employee may follow the procedures in policy 312: Employee Grievance.

3.5.4.4 Appropriate action will be taken if a false report of bullying, hazing, retaliation, or abusive conduct is made, as outlined in policies 401 and 402.