

ZETA ANTI-HARASSMENT, ANTI-DISCRIMINATION, AND ANTI-BULLYING POLICY

At Zeta Charter Schools, we are committed to providing a safe and welcoming environment for all students and staff. Each Zeta school prohibits any acts of harassment, discrimination, or bullying that occur on campus or at any school function, or off-campus where the act creates a risk of substantial disruption to the school environment.

We are all responsible for making sure to address and stop harassment, discrimination, and bullying before and when they occur.

Identifying Harassment, Discrimination, and Bullying

In general, bullying:

- Is targeted and repeated;
- Involves an imbalance of power;
- Causes injury or creates a hostile environment; and
- Has or could be expected to cause substantial negative consequences for the targeted student.

Harassment, discrimination, and bullying can take many forms, including, but not limited to, physical, verbal, social, or cyber (Internet) conduct. Examples of behaviors that may constitute harassment or bullying include, but are not limited to:

- **Physical:** hitting, pushing, kicking, pinching, tripping, restraining others, damaging or stealing the property of others.
- **Verbal:** name-calling, inappropriate sexual comments, making threats, engaging in intimidation, or repeated teasing.
- **Social:** spreading rumors, purposefully excluding or embarrassing someone, or otherwise damaging another's social status in a peer group or manipulating relationships.
- **Cyber (Internet):** sending or posting digital communications that are intentionally harmful.

Harassment, discrimination, and bullying may include conduct that is based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practices, disability, sexual orientation, gender, sex, or gender identity or expression.

Preventing Harassment, Discrimination, and Bullying

A positive school and classroom culture is the foundation for a community that prevents harassment, discrimination, and bullying before they occur. Staff members will proactively educate students on how to prevent harassment, discrimination, and bullying by teaching them:

1. The importance of treating others with respect,

2. What constitutes harassment, discrimination, or bullying (including the examples above),
3. Students must immediately inform their teacher or another adult (such as a school leader, a parent/guardian, or the Dignity Act Coordinator described below), as well as their parents, if they experience harassment, discrimination, or bullying, or if they believe someone else is, and
4. We have a **zero-tolerance policy** toward acts of harassment, discrimination, and bullying (which may include consequences in accordance with our Discipline Code).

Addressing and Responding to Reports of Harassments, Discrimination, and Bullying

1. **Respond.** Respond promptly to observed and reported harassment, discrimination, and bullying. Make sure the targeted student and all other students are safe and that any confrontation is de-escalated. Involve parents/guardians, school security, and 911 as necessary.
2. **Report.** Students and parents may make an oral or written report of possible harassment, discrimination, or bullying to a teacher or to School Leadership. Upon witnessing or receiving a report of possible harassment, discrimination, or bullying, school staff must make an oral report (preferably the same day, but in no case later than the next day) to the Managing Director of Schools and the Dignity Act Coordinator. School staff must follow the oral report with a written report (preferably the same day, but in no case later than 2 days after making the oral report) to the Managing Director of Schools and the Dignity Act Coordinator.
3. **Research.** A member of School Leadership will investigate. Speak to everyone involved in the incident(s), including the targeted student, witnesses, and the alleged aggressor(s), as appropriate. Find out exactly what actions, gestures, and words were involved, including any inappropriate language. Ask about any background to the incident, including past conflicts and/or confrontations, and involve Advisory and law enforcement as necessary.
4. **Resolve.** If an investigation reveals that harassment, discrimination, or bullying took place, respond in a way that is calculated to end the harassment, discrimination, or bullying, and prevent its recurrence, eliminate any hostile environment, ensure the safety of all students, and work to create a more positive school culture. Any incidents involving harassment, discrimination, and/or bullying must be reported to the Network Advisory team.
5. **Revisit.** Follow up with students and parents/guardians as soon as practicable after the incident to let them know the results of any investigation.

Disciplinary Consequences

Zeta may discipline students (including suspension, expulsion, and/or other possible consequences) for a violation or violations of this policy. Any consequences will be decided on a case-by-case basis and may take into account a variety of factors, such as the age of the students involved, past incidents, and the severity of the current incident.

No Retaliation

There will be no retaliation against anyone who, in good faith, reports or assists in the investigation of potential acts of harassment, discrimination, or bullying.