

## ZERO TOLERANCE BULLYING POLICY

Bullying consists of “repeated systematic abuse, intimidations, and harassment of a person by another.” This includes but is not limited to gestures, written or verbal expressions, electronic communications, or physical acts. Unacceptable behaviors that interfere with the individual’s physical, psychological and/or social/relational and emotional wellbeing, as well as safety include all aspects of bullying. Even though it is difficult to categorize some behaviors, the following is an attempt to do so. Some acts of bullying belong to more than one category, because they often involve an array of inappropriate behaviors.

**Physical bullying** includes but is not limited to: pushing, grabbing, hitting, punching, beating, poling, strangling, shoving, pinching, scratching, spitting, tripping, slamming, inappropriate jesters, destroying or damaging personal property, hazing, threatening with a weapon, etc.

**Social/relational and emotional/psychological bullying** (includes verbal and nonverbal behaviors) includes but is not limited to: gossiping, embarrassing others, ethnic slurs, systematically excluding from a group, isolation or ostracizing, intimidating notes, threats, rude gestures, etc.

**Verbal bullying** includes but is not limited to: mocking, put-downs, using profanity at others, racist remarks, spreading rumors and/or lies, sexist remarks, abusive language, name calling, teasing, etc.

**Cyber bullying** includes the use of electronic devices and software (e.g., cell phones, internet, email, pagers) to engage in many of the above behaviors.

Victims of bullying have responsibilities. Victims should clearly tell the bully (ies) to stop. If the bullying persists, the student should not ignore the incident(s), but immediately report the incident to someone at school. If the bullying continues after the student has clearly told the bully(ies) to stop, the student should make a written record of the incident including dates, times, witness or witnesses or parties involved in the incident. The student should report the incident immediately to a teacher, counselor, or principal. The student should also avoid being alone with the person(s) who has attempted to bully him/her in the past. The incident or threat will be dealt with as soon as possible; every effort will be made to ensure that he/she will be safe from further bullying or reprisal.

Threatening behavior, harassment, intimidation, and bullying is prohibited on school grounds, in school vehicles, at school-sponsored activities or at school-sanctioned events. Threatening behavior, harassment, intimidation, and bullying by electronic communication is prohibited whether or not such communication originated at school, or with school equipment, if the communication is specifically directed at students or school personnel and concerns harassment, intimidation,

Mulhall – Orlando Public Schools will not tolerate bullying of any kind. Intimidation, bullying, threats, or harassment directed toward other students will not be tolerated. All students are expected to treat others with respect at school, at school activities, and at other extra-curricular activities. If bullying persists, consequences will become increasingly severe. Possible consequences include but are not limited to items listed in Handbook section D-2.