

BULLYING & HARRASSMENT POLICY

The Children's Village Academy Board of Directors is committed to providing a nondiscriminatory environment that is conducive to learning. To this end, the Board specifically prohibits harassment on the basis of race, religion, sex, ethnicity, national origin or disability. This policy is in addition to the Board's Sexual Harassment policy.

Harassment means any offensive verbal, nonverbal or physical conduct that is sufficiently severe, persistent or pervasive to interfere with a student's ability to participate in or benefit from an educational program or activity, or to alter the conditions of an employee's employment and create a hostile working environment. Prohibited conduct may include, but is not limited to, abusive jokes, insults, slurs, name-calling, threats, bullying or intimidation. Bullying means the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted or emotional abuse or through attacks on the property of another. Bullying may include, but is not limited to, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats, and exclusion from peer groups.

Harassment is prohibited at all levels: between students, between employees and students, between peers or coworkers, between supervisors and subordinates, or between non-employees and employees and/or students.

Any student who believes that he or she has been harassed in violation of this policy should report such behavior immediately to a teacher, counselor, or administrator at his/her school. A school employee who is notified of or otherwise becomes aware of conduct which may violate this policy shall report the matter to the principal and failure to do so may subject the employee to disciplinary action.

Any employee who believes that he or she has been harassed in violation of this policy should report such behavior to the Principal, or the superintendent. Any supervisor who reasonably believes that an employee has been subjected to harassment in the workplace shall report the information promptly to the superintendent.

All complaints of harassment shall be promptly and thoroughly investigated. Evidence of harassment may result in disciplinary action being taken, up to and including dismissal in the case of employees, or

up to and including long-term suspension or expulsion in certain cases for students. The Board specifically prohibits retaliation against any individual who makes a complaint or reports an incident of harassment or who participates in an investigation or grievance proceeding initiated under this policy.

Nothing in this policy precludes the school system from taking disciplinary action against a student or employee where the evidence does not establish harassment but the conduct otherwise fails to satisfy the school system's high expectations for appropriate conduct.

LEGAL REF: Title VI of the Civil Rights Act of 1964, 42 U.S.C. ' 2000d et seq.; Title VII of the Civil Rights Act of 1964, 42 U.S.C. ' 2000e et seq.; Title IX of the Education Amendments of 1972, 20 U.S.C. ' 1681 et seq.; Rehabilitation Act of 1973, 29 U.S.C. ' 701 et seq.; G.S. 126-16.

ADOPTED: July 1, 2010

Revised: March 7, 2005