

## **Anti-Bullying Policy/Nondiscrimination Policy:**

The General Shafter School District prohibits any discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.

Prohibited discrimination, harassment, intimidation, or bullying includes physical, verbal, nonverbal, or written conduct based on one of the categories listed above that is so severe and pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment has the effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects a student's educational opportunities.

<b>What Bullying is...</b>	<b>What Bullying is not...</b>
Repeated aggressive behavior	Not liking someone
Intent to cause harm (physical or emotional)	Accidentally bumping into someone
At attempt by one or more individuals to gain power over another	A single act of telling a joke about someone
Physical: Hitting, kicking, pushing, or destroying property	Expression of unpleasant thought or feeling regarding others
Verbal/Written: Threatening, name – calling, teasing, or taunting	Argument or disagreements
Social/Emotional: Terrorizing, spreading rumors, intimidating, humiliating, blackmailing, or isolating	Being excluded from a game or group on the playground (unless being done regularly and with intention to hurt the feeling of another)
Cyber bullying: Using technology to bully others verbally, emotionally, and/or socially.	Isolated acts of harassment, aggressive behavior, intimidation, or meanness.

### **Filing a Report**

Students, parents, and community members are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized.

When the circumstances involve cyber-bullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages sent to them that they feel constitute cyber-bullying.

### **Confidentiality**

Reasonable efforts will be made to keep a report of bullying or harassment and the result of the investigation confidential. The Board also prohibits any form of retaliation against any student who files a complaint or report regarding an incident of discrimination, harassment, intimidation, or bullying.

### **False Reports and Statements**

Intentionally false reports, use of the complaint process, or statement to defame a fellow student or staff member or any illegitimate reason, will result in disciplinary consequences.