

Knox County Board of Education

Descriptor Term:

Harassment, Intimidation and Bullying

Descriptor Code:

JCADA

Issued Date:

6/08

Rescinds:

Revised:

1 Knox County Schools prohibits acts of harassment, intimidation and bullying. A safe and courteous
2 environment in school is necessary for students to learn and achieve. Harassment, intimidation or
3 bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to
4 learn and a school's ability to educate students in a safe and orderly environment; and since students
5 learn by example, administrators, faculty, staff and volunteers should be positive role models in
6 demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate
7 harassment, intimidation or bullying.
8

9 "Harassment, intimidation or bullying" means any gesture, written on **paper or electronically**, verbal,
10 physical or psychological act that takes place on school property, at any school-sponsored function or
11 on a school bus and that:

- 12 • Is motivated by any actual or perceived characteristic, such as race, color, religion,
13 ancestry, national origin, gender, sexual orientation, gender identity and expression, or
14 a mental, physical or sensory disability; or,
- 15 • By any other distinguishing characteristic; and,
- 16 • A reasonable person should know, under the circumstances, that the act(s) will have
17 the effect of harming an individual or damaging the individual's property, or placing an
18 individual in reasonable fear of harm to his/her person or damage to his/her property; or
- 19 • Has the effect of insulting or demeaning any individual or group in such a way as to
20 cause substantial disruption in, or substantial interference with, the orderly operation of
21 the school.
- 22 • Acts of harassment, intimidation or bullying may also be a pupil exercising power and
23 control over another pupil, in either isolated incidents (e.g., intimidation, harassment)
24 or patterns of harassing or intimidating behavior (e.g., bullying). This policy for
25 student conduct will be suited to the age level of the students (elementary, middle, or
26 high school). This policy requires all students to adhere to these rules and to be aware
27 of such disciplinary measures as are appropriately assigned for violation of these rules
28 and guidelines.
29

30 To promote and foster intergroup awareness, appreciation and understanding by students of the
31 diverse ethnic, racial, and cultural groups represented in the school district, United States, and the
32 world, Knox County Schools shall:

- 34 1. Provide on-going professional development to prevent harassment, intimidation and bullying.
- 36 2. Implement practices to achieve safer and less violent schools for students, teachers and
37 administrators.
- 39 3. Endeavor to ensure that the curriculum does not promote stereotypical views of any group and
40 recognizes the accomplishments and contributions of all peoples.
41
42
43

Consequences (procedural):

The following factors will be considered in determining the appropriate response to students who commit one or more acts of harassment, intimidation or bullying:

1. The developmental level and maturity levels of the parties involved;
2. The levels of harm as determined by the student's ability to be educated in a safe and orderly environment;
3. The surrounding circumstances;
4. The nature of the behavior(s);
5. Past incidences or continuing patterns of behavior;
6. The relationships between the parties involved; and
7. The context in which the alleged incidents occurred. Consequences and appropriate remedial action for students who commit acts of harassment, intimidation or bullying may range from behavioral interventions up to and including suspension or expulsion. The appropriate action will be consistent with local established policy, case law, Federal and State statutes, and school policies and regulations. Complaints alleging violations of this policy shall be reported to the principal or his/her designee.

All school employees are required to report alleged violations of this policy to the Principal or designee. Submission of a written incident report to the principal is required by all district employees. Oral reports will also be considered official reports. Reports may be made anonymously, but formal disciplinary action may not be based solely on the basis of an anonymous report. Consequences for a student found to have falsely accused another as a means of harassment, intimidation or bullying range from behavioral interventions up to and including suspension or expulsion, as permitted under policy JCC.

The Director of Schools shall submit an annual report to the Board of Education concerning the number and nature of violations of the Harassment Policy by school and the nature of consequences given to students who violated the policy.

Legal Reference

1. 49-6-1014
2. 49-6-1016
3. 49-6-1017
4. 49-6-1018
5. 49-6-1019