



Bullying Policy

Bullying, harassment, and intimidation are serious and will not be tolerated at **Paige's of Time ELC**. If a student, parent, staff member, or visitor to the facility is caught doing any of the following they will be written up, asked to leave for the day, and may even be banned from the facility depending on the nature of the wrong doing. If you suspect bullying harassment, or intimidation has occurred on school property and you witness it, please report it to a teacher or the director immediately.

Bullying, harassment and intimidation includes any intentional conduct, including verbal, physical or written conduct, or an intentional electronic communication, that creates a hostile educational environment by substantially interfering with a student's educational benefits, opportunities or performance, or with a student's physical or psychological well-being.

Definitions for Bullying, Cyberbullying, Harassment, and Intimidation are provided below.

1. Bullying – A pattern or behavior when a person repeatedly uses power in an intentional manner, including verbal, physical, or written conduct or intentional electronic communication against one or more students.
2. Cyberbullying – The use of electronic communication to harm or harass others in a deliberate, repeated, and hostile manner.
3. Harassment – Includes actual or perceived negative actions that offend, ridicule, or demean another individual with regard to race, national origin, marital status, sex, sexual orientation, gender identity, religion, ancestry, physical attributes, socioeconomic status, familial status, physical or mental ability, or disability.
4. Intimidation – subjecting an individual to intentional action that seriously threatens and induces a sense of fear and/or inferiority.

Conduct that is of a sexual nature is generally thought to mean actions, language, or visual materials which specifically refer to, portray, or involve sexual activity or language. Conduct of a sexual nature may include overt sexual solicitations, inappropriate touching, sexual jokes, and inquiries about a person's sex life. Sexual harassment is the broader term that encompasses conduct of a sexual nature such as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature. Sexual harassment also includes acts that are not overtly sexual but rather are directed at individuals based on their gender such as profanity or rude behavior that is gender specific.

Child's name: _____

Parent's name (print): _____

Parent's signature: _____