

Student Bullying, Harassment, or Intimidation

A person is bullied when he/she is exposed to intentional negative actions on the part of one or more students, and whose ability to participate in or benefit from the school's educational programs or activities is adversely affected. Bullying often occurs repeatedly and over time.

A person is harassed when he/she perceives or actually experiences discomfort with identity issues in regard to race, color, national origin, gender, disability, sexual orientation, religion, or other identifying characteristics, and whose ability to participate in or benefit from the school's educational programs or activities is adversely affected.

A person is intimidated when he/she is subjected to intentional action that seriously threatens and induces a sense of fear and/or inferiority, and whose ability to participate in or benefit from the school's educational programs or activities is adversely affected. Bullying, harassment, or intimidation is strictly prohibited by federal law and will not be tolerated in TEACH Public Schools.

Students who engage in behaviors that constitute bullying, harassment, or intimidation will be disciplined according to the procedures set by California Ed Code.

Students who believe that they are victims of harassment should report any such incidences promptly and may employ the Title IX grievance procedure. Students may report bullying, harassment, or intimidation without fear of harmful consequences. Students, parents/guardians, close adult relatives, and/or teachers may complete a form.

TEACH Public Schools is committed to maintaining a safe, respectful, and inclusive learning environment for all students. Harassment, intimidation, bullying, cyberbullying, or discrimination based on a student's actual or perceived disability, neurodiversity, or participation in special education or Section 504 services is strictly prohibited.

Neurodiversity refers to natural differences in how people think, learn, communicate, process information, and experience the world. This includes, but is not limited to, students with autism spectrum disorder, Attention-Deficit/Hyperactivity Disorder (ADHD), dyslexia, learning disabilities, processing disorders, Tourette syndrome, intellectual disabilities, and other neurological or developmental differences.

Examples of prohibited behavior include:

- * Teasing, mocking, or making jokes about a student's disability, learning differences, accommodations, or support services.
- * Excluding a student from activities because of their disability or perceived disability.
- * Mimicking or ridiculing a student's speech, movements, sensory needs, social interactions, or behaviors.
- * Using derogatory language, slurs, or stereotypes related to disability or neurodiversity.
- * Posting or sharing harmful messages, images, or content online targeting a student because of an actual or perceived disability.

Students who believe they have experienced or witnessed disability-based bullying, harassment, or discrimination should immediately report the incident to a teacher, counselor, administrator, or other trusted school employee. Parents and guardians are also encouraged to report concerns to school administration.

The School will promptly investigate all reports and take appropriate action to stop the behavior, prevent its recurrence, and address its impact on affected students. Retaliation against any person who reports or participates in an investigation of bullying, harassment, or discrimination is prohibited.

All students have the right to learn in an environment that promotes dignity, respect, inclusion, and equal access to educational opportunities.