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## **BULLYING, HARASSMENT, INTIMIDATION, DISCRIMINATION, OR HAZING**

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### I. PURPOSE

To promote worth and dignity of all individuals by providing a safe and secure environment in which all students can learn.

### II. DEFINITIONS

Bullying/Harassment/Intimidation: 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 and is:

- motivated by an actual or a perceived personal characteristic including race, national origin, marital status, sex, sexual orientation, gender identity, religion, ancestry, physical attributes, socioeconomic status, familial status, or physical or mental ability or disability; or,
- threatening or seriously intimidating; and,
- occurs on school property, at a school activity or event, or on a school bus; or,
- substantially disrupts the orderly operation of a school.

Discrimination: Unequal or unlawful treatment of persons on the basis of race, color, sex, age, national origin, religion, disability, or sexual orientation.

Hazing: Doing or causing any activity which recklessly or intentionally subjects a student to the risk of bodily injury or humiliation for the purpose of initiating into a student group or organization to harass, by exacting unnecessary or demeaning physical or mental work or activity by way of intimidation.

Sexual Harassment: Unwelcomed verbal or physical conduct of a sexual nature, by student or school employee which:

- < denies, limits, conditions or interferes with the provision of education, assistance or services protected under Title IX, or
- < creates a hostile or intimidating educational environment

III. POLICY STATEMENT

The Board of Education of Carroll County prohibits any act of bullying, harassment, intimidation, discrimination, or hazing toward any student or staff member.

IV. EXCEPTIONS

None.

V. GUIDELINES

Carroll County Public Schools' Policy AC - Non-Discrimination

Carroll County Public Schools' Policy JFA - Course Selection - Non-Discrimination

Carroll County Public Schools' Policy GBA - Equal Opportunity Employer

Carroll County Public Schools' Policy GBAA - Sexual Harassment

Administrative Regulation: Bullying, Harassment, Intimidation, Discrimination, or Hazing

VI. REPORTS

Reports will be submitted as needed or required.

VII. EXPIRATION/REVIEW

None.

VIII. DELEGATION OF AUTHORITY

The Superintendent/designee has the responsibility for enforcing this policy by communicating it to all relevant parties and by providing necessary instructions and/or administrative regulations (if appropriate), to all staff members.

IX. EFFECTIVE DATE

February 10, 1999

**APPROVED: February 10, 1999**

**REVISED: October 13, 1999**

**REVISED: June 11, 2003**

**REVISED: June 10, 2009**