



### 03-104—Bullying Policy

Pacific Heritage Academy is committed to a safe, civil, and inviting education environment for all its students, employees, volunteers, and patrons. Such an environment must be free from harassment, intimidation, or bullying of any kind.

Pacific Heritage Academy expects students to conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities.

Pacific Heritage Academy expects students of all levels to demonstrate a proper regard for the rights, welfare, and intellectual freedom of other students, school staff, volunteers, and patrons.

Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other policies or by general classroom, program, and facility rules.

**Harassment, intimidation, and/or bullying** are generally defined as any written, verbal, or physical act that is intended to physically harm a student, damage school property, or to create an intimidating or threatening educational environment.

**Bullying** is more specifically defined as, but not limited to, the endangerment to the physical health or safety of a student or school employee, any brutality of a physical nature, any forced or unwilling consumption, any forced or coerced activity of a sexual nature, physically obstructing the freedom of movement of a student or school employee, hazing, or cyber-bullying (hazing and cyber-bullying as defined by the Utah Administrative Code, R277-613).

Infractions defined as bullying and harassment shall be handled in accordance with the Safe School Policy (02-108 section of the Pacific Heritage Academy School Policy Manual), and shall follow specified procedures as outlined in that policy.

Pacific Heritage Academy considers bullying a major infraction, in most cases, subject to the discretion of the Administration. Like other major infractions, bullying may be grounds for a suspension or expulsion. Other consequences for bullying may include but are not limited to admonishment, work projects, classroom or administrative detentions, temporary removal from the classroom, in-school half or full-day suspensions, community enrichment, etc. Consequences for bullying or harassment may also include mandatory meetings between students and Administrators, mandatory meetings between students, parents, and Administrators, as well as the establishment of a contract of behavior whose content will be that deemed appropriate by the Administration, and/or law enforcement.

Discretionary Privilege of the Administrators and Faculty:

In the interest of their students' development and growth, the Administration and Faculty retain the privilege and acknowledge the obligation to determine disciplinary consequences based on the following factors related to student infractions:

- The age of the child or children involved;
- The degree of harm inflicted;
- The surrounding circumstances;
- The nature and severity of the behavior(s);
- The relationship between the parties involved;
- The context in which the alleged incident(s) occurred;
- The pattern of behavior demonstrated by an individual student.