

Follow Your Dreams Farm Zero tolerance policy on harassment and bullying

Follow Your Dreams Farm thrives on having a fun, family oriented setting which is safe, secure, peaceful, and free of any type of harassment, bullying, or cyberbullying.

Follow Your Dreams Farm will not tolerate or allow continuation of any unlawful harassment or conduct that constitutes as bullying or cyberbullying as defined herein. Retaliation or false accusations against a victim, witness, or anyone else who in good faith provides information about an act of bullying or cyberbullying is prohibited. All students and families are protected regardless of their status under the law. Any person violating this policy may be subject to disciplinary action up to and including loss of riding privileges or eviction from Follow Your Dreams Farm.

BULLYING AND CYBERBULLYING DEFINED:

Section I.

“Bullying” is a single or pattern of incidents involving a written, verbal, or electronic communication; or a physical act or gesture; or any combination thereof, directed at another student in which it:

- physically harms a student or damages the student’s property
- causes emotional distress to a student
- interferes with a student’s educational and riding opportunities
- creates a hostile environment
- substantially disrupts the operation of Follow Your Dreams Farm

“Bullying” includes actions motivated by an imbalance of power based on a student’s actual or perceived personal characteristics, behaviors, beliefs, race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, gender identity and expression, transgender status or gender nonconformity; or motivated by the student’s association with another person and based on the other person’s characteristics, behaviors, beliefs, race, color, religion, national origin, ancestry or ethnicity, sexual orientation, socioeconomic status, age, gender identity and expression, transgender status or gender nonconformity.

Section II

“Cyberbullying” is any conduct defined above herein and the use of electronic devices that include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, and websites.

Cyberbullying includes, but is not limited to, the following actions: harassing, teasing, intimidation, threatening, or terrorizing another person by sending or posting inappropriate and hurtful e-mail, messages, instant messages, text messages, digital pictures or images, or web site postings, including blogs on any other electronic device. Follow Your Dreams Farm recognizes that this definition may not be all-inclusive and reserves the right to impose discipline for actions that may fall outside this definition but are still within the general purposes of this Policy.

Section III.

Bullying or cyberbullying occurs when an action or communication defined in Section I and II of this policy:

- occurs **on**, or is delivered to, Follow Your Dreams Farm property, a sponsored activity, event, show, clinic which is on or off property; or
- occurs **off** of Follow Your Dreams Farm property, a sponsored activity, event, show, clinic, if the conduct interferes with a student's opportunities or substantially disrupts the orderly operations of Follow Your Dreams Farm sponsored activity or event.

Additional definitions:

"Parent" means parent, parents, or legal guardians. "Perpetrator" means a student, parent, visitor, member who engages in bullying or cyberbullying. "Victim" is a student, parent, visitor, or member against whom bullying or cyberbullying has been perpetrated.

Reporting an incident

Kindly report any incidences to a trusted adult or guardian within 5 days via, text, email, phone, or our online "Notify the owner" form found on www.FollowYourDreamsFarmLLC.com website. At that time a written investigation will be underway and those involved or alleged will be questioned. All parties will receive a written summary, decision, and conclusion within 7 business days.



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