

I. PURPOSE

Athlos Academy of Utah is committed to making our school a safe and caring place for all students. We will treat each other with respect, and we will refuse to tolerate bullying of any kind at our school.

II. POLICY**A. Bullying occurs in the following situations:**

1. When someone intentionally commits, or conspires to commit an act of harassment, intimidation, or bullying against another student.
2. When an individual repeatedly hurts, frightens, threatens, or intentionally excludes another individual.
3. Any intentional gesture or written, verbal, or physical act by a student that causes harm or fear of harm to another student or that student's property, or that is severe or persistent enough to create an intimidating, threatening, or abusive educational environment for a student.
4. When an act of hazing occurs.
5. Cyberbullying (the use of technology to commit an act of harassment, intimidation, or bullying).

B. Bullying behaviors include, but are not limited to the following:

1. Hurting someone physically by hitting, kicking, tripping, or pushing;
2. Stealing or damaging another person's things;
3. Ganging up on someone;
4. Teasing someone in a hurtful way;
5. Using put-downs, such as insulting someone's race, religion, or gender;
6. Limiting a student's access to educational tools;
7. Spreading rumors or untruths about someone;
8. Intentionally excluding someone else, or trying to get other kids not to play with someone;
9. Engaging in behaviors meant to physically or mentally harm an individual prior to their acceptance in a social group (hazing); or
10. Using any form of technology to engage in cyber-bullying activities.

C. School employees at Athlos Academy of Utah shall commit to the following to prevent bullying and help children feel safe at school:

Anti-Bullying Policy

1. Closely supervise students in all areas of the school and playground; and
 2. Watch for signs of bullying and stop the behavior when it happens.
- D. Any student who feels that he/she is being bullied or harassed should immediately contact his/her teacher or the Lead School Administrator.
1. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited and subject to disciplinary action including in-school suspension, out of school suspension, or expulsion.
 - a. The Lead School Administrator or designee shall maintain contact with reporters for a reasonable period of time following their report in order to determine if retaliation has occurred.
 2. Students who engage in bullying behaviors will be subject to disciplinary action, not limited to revocation of technology privileges, in-school suspension, out of school suspension, or expulsion in severe cases.
 3. Students found to have submitted a false report of bullying, cyberbullying, hazing, harassment, or retaliation shall be subject to disciplinary action in accordance with *Student Policy 5502 – Discipline Policy*.
- E. In accordance with Utah Code § 53A-11a-203 and *Student Policy 5504 – Parental Notification of Certain Incidents*, parent/guardian(s) shall be notified by Athlos Academy of Utah in the event their child becomes a victim of bullying.
- F. The Lead School Administrator shall ensure appropriate staff oversight of common areas in order to reduce the incidence of bullying.
1. Athlos Academy of Utah shall collect information annually as a part of its stakeholder survey aimed at determining the prevalence of bullying, cyber-bullying, hazing and harassment in schools, specifically such locations as playgrounds, hallways, and lunch areas.
- G. Athlos Academy of Utah shall provide annual training in order to reduce bullying, cyberbullying, hazing, and harassment to staff, students, and applicable volunteers.
1. Training shall include the following types of aggression:
 - a. Overt aggression (physical fighting such as punching, shoving, kicking, and verbal threatening behavior such as name calling, or both physical and verbal aggression or threatening behavior);

- b. Relational aggression or indirect, covert, or social aggression (rumor spreading, intimidation, enlisting a friend to assault a child, and social isolation); and
 - c. Sexual aggression or acts of sexual nature or with sexual overtones
 2. Additionally, this training shall cover the following topics:
 - a. Cyber-bullying (using email, webpages, text messaging, instant messaging, three-way calling or messaging or any other electronic means for aggression inside or outside of school);
 - b. Civil right violations with accompanying reporting and investigative procedures based upon the students' actual or perceived identities and conformance or failure to conform with stereotypes consistent with Section 53A-1-402 and Sections 53A-11-901,902; and
 - c. Awareness and intervention skills such as social skills training for students and staff.
 3. Training under this section shall complement the suicide prevention program required for students under R277-620 and the suicide prevention training required for licensed educators consistent with Section 53A-609(9).
 4. Training for students shall be age-appropriate, as determined by the Lead School Administrator.
- H. Prior to implementing a school-sponsored athletic program, Athlos Academy of Utah shall collaborate with the Utah High School Activities Association to develop and provide annual training to students, employees, and coaches that meets the following requirements:
1. Student athletes and extracurricular club members shall be informed of prohibited bullying, cyber-bullying, harassment, hazing, and retaliation behaviors as well as potential consequences for engaging in such behaviors.
 2. Training materials shall instruct coaches in the professional standards of R277-515 and in the disciplinary actions associated with failing to act consistently with R277-515 toward students, colleagues, and parents, which may result in termination of the volunteer services.
 3. Training curriculum outlines, training schedules, and participant lists of signatures shall be maintained by Athlos Academy of Utah and shall be accessible by USBE upon request.

I. This policy shall be reviewed in conjunction with the discipline plan by administration, staff, students, parents, community council and other community members.

1. Review of this policy and the discipline plan shall occur no less than once every three years.

H. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.

J. In compliance with SB 175, reports of discrimination, bullying, and/or harassment will be treated like all other reports under this policy.

III. ATHLOS ACADEMY OF UTAH ANTI-BULLYING PLEDGE

A. We will not accept bullying at Athlos Academy. Our goal is to create a safe, caring, and respectful school environment. We agree that it is everyone's responsibility to STOP bullying.

B. Students at Athlos Academy of Utah will do the following things to prevent bullying:

1. Treat each other respectfully.
2. Refuse to bully others.
3. Refuse to let others be bullied.
4. Try to include everyone in play, especially those who are often left out.
5. Report bullying to an adult.

Legal References:

[Utah Admin R277-613](#)

[Utah Code § 53A-11a-203](#)

[Utah Code § 53A-11a-301](#)