

GLOSSARY

Bullying:

When a student or group of students engages in a single significant act or a pattern of acts directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, at a school-sponsored or school-related activity, or in a vehicle operated by the District and that:

1. Has or will physically harm a student, damage a student's property, or place a student in reasonable fear of harm to the student's person or of damage to the student's property;
2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.
3. Materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
4. Infringes on the rights of the victim at school; and
5. Includes cyberbullying

Cyberbullying:

Bullying that is directed at another student through the use of the Internet or any electronic devices.

Cyberbullying, even if it originates off campus or outside of a school-sponsored or school-related activity, may be subject to discipline if it interferes with a student's educational opportunities or substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

Discrimination:

Conduct directed at a student on the basis of race, color, religion, gender, sex, national origin, disability, or on any other basis prohibited by law, that adversely affects the student.

Gender Based Harassment:

Physical, verbal, or non-verbal conduct based on the student's perceived or actual sexual orientation, or the student's failure to conform to stereotypical notions of masculinity or femininity.

Harassment:

Physical, verbal, or nonverbal conduct based on the student's race, color, religion, gender, sex, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Prohibited harassment includes dating violence as defined by FFH (Local).

Retaliation:

Conduct by a student or District employee that is directed toward any person who makes a good faith report of bullying or harassment, who was alleged to have experienced bullying or harassment, or who serves as a witness or participates in an investigation of such conduct. Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

Updated 07/2019

Employee-Student Sexual Harassment:

Sexual harassment of a student *by a District employee* includes both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. The employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or
2. The conduct is so severe, persistent, or pervasive that it:
 - a. Affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities; or
 - b. Creates an intimidating, threatening, hostile, or abusive educational environment.

Student-Student Sexual Harassment:

Sexual harassment of a student *by a student*, includes unwelcome sexual advances, requests for sexual favors, or sexually motivated physical, verbal or nonverbal conduct when the conduct is so severe, persistent or pervasive that it:

1. Affects the student's ability to participate or benefit from an education program or activity or creates an intimidating threatening, hostile or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance, or
3. Otherwise adversely affects the student's educational opportunities.