

LAKE EOLA CHARTER SCHOOL

BULLYING AND HARASSMENT POLICY

Lake Eola Charter School (LECS) prohibits bullying and /or harassment. To that end, LECS has a well-defined and mandatory policy regarding same, for all students, parents and employees of LECS. The goal of the policy is to ensure a safe and harassment--free environment for all students at LECS. Please refer to the entire policy which is posted on the LECS website under the Governance section.

Definitions

"Bullying" is defined as a person consciously, willfully and repeatedly exercising power or control over another with hostile, willful or malicious intent that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic. Bullying as used herein also includes 'cyberbullying'.

"Cyberbullying" is defined as bullying through the use of digital technologies, including but not limited to, email, blogs, texting on cell phones, social websites such as Myspace, Facebook, Twitter or such other similar website that exists or may come to exist in the future, while this policy is in effect, which site is considered a social website by societal norms.

"Harassment" means any threatening, insulting, or dehumanizing gesture or use of data or computer software or written or verbal or physical conduct directed against a student or school employee that

1. places a student or school employee in reasonable fear of harm to his or her person and/or damage to his or her property;
2. has the effect of substantially interfering with a student's educational performance opportunities or benefits or
3. has the effect of substantially disrupting the orderly operation of the school.

Consequences for Violation of Policy

Consequences for an offender of this policy shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student and the student's history of behavioral problems and performance. Consequences serve a three-fold purpose: one, to correct the problem behavior; two, to prevent another occurrence of the behavior, and three, to protect the victim. Consequences may include, but are not limited to the following:

1. Admonishment/warning, either written or verbal, and parental contact;
2. In-school suspension during the school week,
3. Loss of privileges, including, but not limited to, denial of participation in off campus activities such as field trips or field day, and
4. Dismissal from LECS

Reporting Bullying and/or Harassment

Any student who believes he or she has been or is the victim of bullying, hazing, or other aggressive behavior should immediately report the situation. Reporting may be done anonymously or openly. It may be reported in any manner, including but not limited to a verbal or written report to a teacher or administrator at LECS, a written report/note to the 'bully box', a report by a parent to a teacher or administrator at LECS, or an email to stopbullying@lecs.org.

Signatures below acknowledge that a) the policy has been read and b) those signing it agree to abide by same. However, failure to sign the policy will *not* preclude LECS from enforcing the policy and its accompanying repercussions.