

The Holly Springs School District does not condone and will not tolerate bullying or harassing behavior. School employees and students are prohibited from subjecting any student or school employee from any reprisal or retaliation against a victim of bullying or against a witness or other who has reported information about an act of bullying or harassing behavior.

Bullying will not be tolerated on school property, at any school-sponsored function, or on a school bus.

Bullying or harassing behavior is defined as any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication, or any act, reasonably perceived as being motivated by any actual or perceived differentiating characteristic that

- (a) Places a student or school employee in actual reasonable fear of harm to his or her person or damage to his or her property, or
- (b) Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits.
For purposes of this definition of bullying, a "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Reporting requirements:

- (a) **For Self- Reporting:** Any student, school employee, or volunteer who feels he/she has been a victim of bullying or harassing behavior, or has witnessed or who has reliable information that a student, school employee, or volunteer has been subject to bullying or harassing behavior shall report such conduct to a teacher, principal, counselor, or other school official. The report shall be made promptly after the alleged act or acts occur.
- (b) **For School Employees:** A school employee who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior shall report the incident to the appropriate school official.
- (c) **For Students or Volunteers:** A student or volunteer who has witnessed or has reliable information that a student or school employee has been subject to any act of bullying or harassing behavior should report the incident to the appropriate school official.

The School Board directs the superintendent or designee to design and implement procedures for reporting, investigating, and addressing behaviors. The procedures should be appropriately placed in district personnel policy handbooks, school handbooks that include discipline policies and procedures, and any other policy procedure that deals with student or employee behavior.