

Bullying

The FLLAC Collaborative is committed to providing a safe and secure environment for all FLLAC students. A safe and secure environment means an environment free from any form of bullying or harassment. FLLAC will work together with district staff, parents and outside agencies to identify, investigate and respond to instances of bullying in any of our programs.

Bullying is defined as and contains two key components;

***Repeated harmful acts involving an imbalance of power.** Bullying involves severe or repeated physical, verbal or psychological attacks or intimidation directed against a victim who cannot properly defend him/herself because of size or strength or because the victim is outnumbered or less psychologically resilient.*

Bullying includes severe or repeated assault, tripping, intimidation, rumor spreading, demands for money, destruction of property, theft of valued possessions, destruction of another's work and name-calling. Other school behaviors are also recognized as bullying including sexual harassment, ostracism based on perceived sexual orientation, hazing and cyber-bullying.

Any severe or repeated use by one or more students or by a member of the school staff, including but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional of any written, verbal or electronic expression or a physical act or gesture, or any combination thereof, directed at another student or staff person that has the effect of:

- *Causing physical or emotional harm or property damage*
- *Placing the student or staff person in reasonable fear of harm or damage to property*
- *Creating a hostile environment at the program*
- *Infringing on the rights of others in the program*
- *Materially disrupting the education process or the orderly operation of the school*

can constitute bullying and should be reported.

While it is important to remember that not all taunting, teasing and fighting constitute bullying, any instance in which there are repeated behaviors such as those identified above by someone perceived as being physically or psychologically more powerful will be viewed as bullying.

Bullying will not be tolerated and is prohibited in any FLLAC program or at any FLLAC function including field trips, transportation to and from school or school related functions, social functions and related off campus activities **or** through the use of technology or electronic devices.

FLLAC will maintain and update a bullying prevention plan appropriate to each FLLAC program. This plan shall apply to students and members of the school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional.

FLLAC recognizes that certain students may be more vulnerable to becoming a target of bullying or harassment based on actual or perceived differentiating characteristics, including race, color, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have 1 or more of these characteristics.