



## Anti-Bullying Policy

### 1 PURPOSE

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The Renaissance Academy Charter School is committed to providing a safe, positive learning environment for its students, staff and school community. Renaissance Academy Charter School recognizes that bullying interferes with the learning process and may present an obstacle to the academic and social/emotional development of students. Therefore, the Renaissance Academy Charter School prohibits bullying by its students and employees.

### 2 DEFINITIONS

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Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in the school setting and/or outside the school setting, that is severe, persistent or pervasive, and has the effect of doing any of the following:

1. Substantially interfering with a student's education,
2. Creating a threatening learning environment, or
3. Substantially disrupting the orderly operation of the school.

*Bullying*, as defined in this policy, includes cyberbullying.

*School setting* means in the school, on school grounds, in school vehicles, at a designated bus stop, or any activity sponsored, supervised or sanctioned by the school.

24 P.S. Section 13-1303.1-A(d), (e)

### 3 AUTHORITY

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The Renaissance Academy Charter School prohibits all forms of bullying by its students, faculty, and staff.

24 P.S. Section 13- 1303.1-A(a)

## **4 DELEGATION OF RESPONSIBILITY**

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- It is the responsibility of staff, students, parents/guardians, and families to adhere to this policy and report bullying behaviors to the Administrator or his/her designee.
- It is the responsibility of employees to whom reports of bullying are reported, to take appropriate steps to intervene, including reporting bullying to the designated administrator.
- It is the responsibility of the designated administrator to enforce the policy clearly and consistently and coordinate the education of students, parents/guardians and teachers regarding the policy.
- Each member of the Renaissance Community shall be responsible to respect the rights of others and ensure an atmosphere free from bullying.

This policy will be provided yearly to PDE, posted on the charter school website and discussed in teacher orientation/in-service. This policy shall be posted in every classroom and posted at a prominent location within each school building where such notices are usually posted. This policy and procedures for reporting bullying incidents shall be reviewed with students within ninety (90) days after their adoption and thereafter at least once each school year.

This policy shall be reviewed every three years.

The designated administrator shall annually provide a copy of this policy with the safe school report to the Office for Safe Schools, along with information related to the development and implementation of any bullying prevention, intervention and education programs and a report of all incidents that qualify as bullying under this policy.

The reporting administrator or his/her designee is directed to investigate reports of bullying brought to their attention by students, parents/guardians, school employees or bus drivers. Any investigation of a report may include meetings with students, parents/guardians or employees, a review of student's records, and other reasonable efforts to understand the facts surrounding a reported incident.

The Board prohibits any retaliatory behavior directed against complainants, victims, witnesses, and/or other individuals who participate in the investigation of allegations of bullying.

## **5 CONSEQUENCES/DISCIPLINE**

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Consequences for those who are found to have bullied others may include counseling, a parent/guardian conference, detention, suspension, expulsion, a loss of school privileges and/or exclusion from school-sponsored activities as defined in the Student Handbook or Code of Conduct.

## **6 INTERPLAY WITH OTHER SCHOOL POLICIES**

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Nothing in this policy shall prevent school employees from fulfilling their professional responsibilities under other school policies or student disciplinary rules.

Pol. 218, 233

This policy shall not be interpreted as preventing a student or parent/guardian from filing a complaint under the school's harassment policy.

Pol. 248

## **7 REPORTING ALLEGED ACTS OF BULLYING**

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It is the responsibility of staff, students and families to report acts of alleged bullying to the school. Reports may be made via phone call, email, in-person meetings and established anonymous tip lines.

## **8 CONFIDENTIALITY**

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The Renaissance Academy Charter School recognizes that both the complainant and the alleged bully have a strong interest in maintaining the confidentiality of the allegations and related information. The privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with the Family Educational Rights and Privacy Act (FERPA) and any discovery or disclosure obligations. As limited by FERPA protections, the School Administrator or his/her designee shall inform the complaining student/parents/guardians of the outcome of the investigation.