

I. PURPOSE

Athlos Academy of St. Cloud is committed to making our school a safe and caring place for all students. We will treat each other with respect, and we will refuse to tolerate bullying of any kind at our school.

II. DEFINITIONS

A. "Bullying" means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:

1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
2. materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term, "bullying," specifically includes cyberbullying as defined in this policy.

B. "Cyberbullying" means bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists, or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.

C. "Intimidating, threatening, abusive, or harming conduct" means, but is not limited to, conduct that does the following:

1. Causes physical harm to a student or a student's property or causes a student to be in reasonable fear of harm to person or property;
2. Under Minnesota common law, violates a student's reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or

3. Is directed at any student or students, including those based on a person's actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA).

III. POLICY

A. Bullying occurs in the following situations:

1. When someone intentionally commits, or conspires to commit an act of harassment, intimidation, or bullying against another student.
2. When someone keeps hurting, frightening, threatening, or intentionally excluding someone else.
3. Any intentional gesture or written, verbal, or physical act by a student that causes harm or fear of harm to another student or that student's property, or that is severe or persistent enough to create an intimidating, threatening, or abusive educational environment for a student.
4. Cyberbullying (the use of technology, like cell phones and social networking, to commit an act of harassment, intimidation, or bullying).

B. Bullying behaviors include, but are not limited to the following:

1. Hurting someone physically by hitting, kicking, tripping, or pushing;
2. Stealing or damaging another person's things;
3. Ganging up on someone;
4. Teasing someone in a hurtful way;
5. Using put-downs, such as insulting someone's race, religion, or gender;
6. Limiting a student's access to educational tools;
7. Spreading rumors or untruths about someone;
8. Intentionally excluding someone, or trying to get other kids not to play with someone; or
9. Using any form of technology to engage in cyber-bullying activities.

C. Bullying behaviors may target race, color, creed, religion, national origin, sex, age, status with regard to public assistance, sexual orientation, gender identity, disability, or any additional characteristic defined in chapter 363A of the Minnesota Human Rights Act.

Anti-Bullying Policy

- D. Athlos Academy employees will closely supervise students in all areas of the school and playground, watch for signs of bullying, harassment, or sexual harassment, and put a stop to the behavior when it occurs.
- E. Athlos Academy employees shall commit to the following to prevent bullying and help children feel safe at school:
 - 1. Closely supervise students in all areas of the school and playground; and
 - 2. Watch for signs of bullying and stop the behavior when it happens.
- F. Any student who feels that he/she is being bullied should immediately contact his/her teacher, the Dean, or the School Leader.
 - 1. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
 - 2. Students who engage in bullying behaviors will be subject to disciplinary action, not limited to revocation of technology privileges, in-school suspension, out of school suspension, or expulsion in severe cases.
 - 3. Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.
- G. The school shall respond to complaints of bullying, cyberbullying, and harassment/intimidation within 3 days with an appropriate investigation of the incident and ensure that appropriate actions are taken against any violators of this policy in accordance with the school's discipline policies.
- H. In accordance with Minn. Stat. § 121A.0311, Athlos Academy shall notify students and parent/guardians annually at the beginning of each school year about the rights and responsibilities of students under the Safe and Supportive Minnesota Schools Act.
- I. Athlos Academy of St. Cloud shall provide training to staff and volunteers no less than once every three years and within the first year of employment in order to identify, prevent, and appropriately address bullying and other prohibited conduct.
- J. AASC shall utilize its Performance Character pillar to address issues related to bullying through the curriculum.

1. These efforts shall be periodically evaluated for effectiveness and altered as necessary.

IV. ATHLOS ACADEMY ANTI-BULLYING PLEDGE

- A. We will not accept bullying at Athlos Academy. Our goal is to create a safe, caring, and respectful school environment. We agree that it is everyone's responsibility to **stop** bullying.
- B. Students at Athlos Academy will do the following things to prevent bullying:
 1. Treat each other respectfully.
 2. Refuse to bully others.
 3. Refuse to let others be bullied.
 4. Try to include everyone in group activities, especially those who are often left out.
 5. Report bullying to an adult.

Legal References:

[Minn. Stat. §§ 121A.031-121A.0311](#)

[Minn. Stat. § 363A.01 et seq.](#) (The Minnesota Human Rights Act)