

# *The Lowell School*

## **Anti Bullying Policy: Respect For All**

### ***Making The Lowell School Safe and Supportive for All Students***

Each student, faculty and staff member of The Lowell School brings to our school community the richness of our city's cultural diversity and the desire for respect. The Citywide Standards of Discipline and Intervention Measures prohibit students from bullying other students for any reason, including taunting and/or intimidation through the use of epithets or slurs involving race, color, ethnicity, national origin (which includes groups of students of common ancestry, heritage, background or those from the same country), religion, gender, gender identity, gender expression, sexual orientation or disability. This policy is in effect on school grounds, school buses and at all school sponsored activities, programs and events.

### **BULLYING/DISCRIMINATION AND/OR HARASSMENT**

The Lowell School prohibits discrimination against or harassment of another student. Students who violate this rule will be subject to appropriate disciplinary action as outlined in The Lowell School Code of Conduct.

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Harassment/discriminatory behavior is one or more negative acts committed by one or more students against another student or group of students. Harassment or discrimination can be physical, verbal, or social. Physical harassment involves physical injury or threat of injury. Verbal harassment refers to teasing, taunting, or insulting someone. Social harassment refers to the use of peer rejection or exclusion to humiliate or isolate a person.

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### **EXAMPLES OF BANNED BEHAVIORS**

- Threatening or harassing, intimidating or physically assaulting another student because of her/his race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability;
- Using derogatory language in reference to another student's race, color, ethnicity, national origin, religion, gender, gender identity, gender expression, sexual orientation, or disability;
- Teasing or taunting another student making derogatory jokes or name calling or slurs directed at others because of their race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability;
- Written or graphic material, including graffiti, containing comments or stereotypes that are either posted, circulated or are written or printed on clothing or circulated on the Internet (cyber-bullying) that are derogatory of others because of their race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability;
- Negative stereotypes or hostile acts which are derogatory to others because of their race, color, ethnicity, religion, national origin, gender, gender identity, gender expression, sexual orientation or disability.

**If you believe another student has harassed or discriminated against you or if you have witnessed such behavior?**

Students who believe they have been the victim of bullying or intimidating behavior by another student, and all students with knowledge of such behavior, should report the incident immediately.

- Complaints of discrimination or harassment can be submitted in writing using *The Lowell School's Report of Bullying*, or orally to school staff members.
- Complaints should be reported as soon as possible after the incident(s) so they can be effectively investigated and resolved.
- Staff members will report student complaints to the Building Principal.
- Staff members who witness harassment or discriminatory behavior will also report such an incident to the Building Principal. Staff will take appropriate action to intervene to stop such behavior.

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**AFTER A COMPLAINT IS MADE**

All reports of bullying, harassment or intimidating behavior will be investigated. The parents of both the alleged victim(s) and the accused student(s) will be notified of the incident as well as the results of the investigation (subject to applicable confidentiality requirements.)

At the conclusion of an investigation, a written determination will be made regarding whether the conduct occurred and whether it constitutes bullying or intimidation or another violation of the Code of Conduct.

If the conduct constitutes a violation of the Code of Conduct, appropriate disciplinary action will be taken.