GOAL ACADEMY POLICY
Anti-Bullying

Section: J-Students
Policy Number: J-4
Policy Name: Anti-Bullying
Approval Authority: Board of Directors
Responsible Executive: Chief Academic Officer
Responsible Office: Principals
Originally Issued: 10/25/11
Revisions: 1/17/12, 6/21/16, 7/31/18, 5/12/22

1. **Policy Statement**

   GOAL Academy shall act to investigate all complaints of bullying, formal or informal, verbal or written and to discipline or take action against any member of the school community who is found to have violated this policy. Appropriate corrective action includes taking the necessary steps to end the behavior, to prevent bullying from recurring and to prevent retaliation against anyone reporting the bullying investigation. In addition, the bully shall be disciplined according to any applicable discipline policy.

2. **Reason for Policy**

   To ensure the safety and support of all GOAL Academy students

3. **Who Should Read This Policy**

   All members of the GOAL Academy community

4. **Related Documents**

5. **Contacts**

   Sr. Director of Accountability

6. **The Policy**

Definition of Bullying Behavior:

"Bullying" means any written or verbal expression, or physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate or cause any physical, mental, or emotional harm to any student. Bullying is prohibited against any student for any reason, including but not limited to any such behavior that is directed toward a student on the basis of his or her academic performance; or against whom federal and state laws prohibit discrimination upon any of the bases describe in section 22-32-109 (1) (II) (i). This definition is not intended to infringe upon any right guaranteed to any person by the first amendment to the United States constitution or to prevent the expression of any religious, political, or philosophical views.

Bullying Prevention

Bullying includes one or more of the following behaviors that results in interfering with a student's educational opportunities:

- When a person is exposed to negative actions.
- When one person has more power, so the person being victimized feels that he/she can't defend him/herself.
- When a person, who is a target, may feel embarrassed, hurt, scared, intimidated, and/or angry, and that student is not able to defend him or herself appropriately.
- Unacceptable behaviors that interfere with the respect, responsibility and safety of students include all aspects of bullying

Examples of Bullying Include, but are Not Limited to:

- **Physical aggression:** pushing, grabbing, hitting, shoving, pinching, spitting, tripping, etc.

- **Social alienation:** gossiping, embarrassing others, ethnic slurs, excluding from a group, comments made towards a person regarding their choice or practice of an alternative lifestyle, etc.

- **Verbal aggression:** mocking, put-downs, directing profanity at others, etc.

- **Intimidation:** threatening others to do something, threatening with a weapon, playing a "dirty trick," hazing, etc.

- **Cyber-Bullying:** defined as the use of electronic information and communication devices to include and not be limited to, email messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, Facebook, SKYPE, WebEx and defamatory websites, that: deliberately threatens, harasses, intimidates an individual or group of individuals; or places an individual in reasonable fear of harm to the individual or damage to the individual's property or person.

Reporting and Procedure and Investigation

Any student or staff member who believes he/she has or is being subjected to cyber-bullying, as well as any person who has reason to believe a student or staff member has knowledge or reason to believe another student or school staff member is being subjected to, or has been subjected to, cyber bullying shall immediately make a report to a teacher, or any other GOAL Academy staff member. The teacher or other staff member will report to their immediate supervisor, an incident report will be initiated, and the situation will be reported to law enforcement when appropriate.

Action Following Investigation

If the conduct is determined to be bullying, GOAL Academy shall take all reasonable action to end the bullying, to prevent recurrence, to prevent retaliation against the student making the report and anyone participating in the investigation, and to restore lost educational opportunities to the bullied student. In addition, the bully shall be disciplined according to applicable discipline policy. The bully may be suspended/expelled/excluded in accordance with policy.

Anti-Harassment

Any person, student, adult, GOAL Staff and GOAL visitors will follow the anti-harassment policies set forth. GOAL Academy shall act to investigate all complaints of bullying formal or informal, verbal or written and to discipline or take action against any member of the school community who is found to have violated this policy. Appropriate corrective action includes taking necessary steps to end the behavior, to prevent bullying from recurring and to prevent retaliation against anyone reporting the bullying investigation. In addition, the bully shall be disciplined according to any applicable discipline policy

Notice and Training

Notice of this policy shall be circulated to all GOAL Academy staff members and be posted on GOAL Academy student and staff portals. A bully-prevention curriculum will be incorporated into appropriate programs. A survey will be administered at least twice per year to students and staff regarding any bullying issues within the GOAL Academy environment to ensure student and staff safety. Results from the surveys will guide professional development training to staff and students.

Legal Refs.: Title VII of the Civil Rights Act of 1964, 42 U.S.C.
2000 et seq. Title IX of the Education Amendments of 1972,
U.S.C. 1681 et seq.
C.R.S. 24-34-401 et seq.