



THE RENAISSANCE CHARTER HIGH SCHOOL FOR INNOVATION  
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## **DIGNITY FOR ALL STUDENTS ACT POLICY**

### **Student Harassment and Bullying Policy**

Innovation is committed to providing our students with a learning environment that is free from harassment and bullying of all kinds. Therefore, we are fully committed to enforcing the Dignity for All Students Act (the “Dignity Act”), which provides that students have the right to feel safe and respected, and to work and learn in an environment that is free from harassment and bullying of all kinds, including sexual harassment and bullying. The Dignity Act applies to harassment and bullying between students, and harassment of students by adults (teachers, administrators and staff). No student shall be subject to harassment or bullying by employees or students, either on school property or at a school function that takes place off-site. The School prohibits all forms of harassment and bullying as defined herein.

### **Definition of Harassment and Bullying**

Harassment and bullying involve the creation of a hostile environment by conduct or by verbal threats, intimidation or abuse, which substantially interfere with a student's educational performance, opportunities health or well-being. This conduct may include verbal threats, intimidation or abuse based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, gender identity or expression, sex, or any category protected by law. Prohibited conduct includes, but is not limited to: epithets, slurs, quips or negative stereotyping that relate to any of the categories above.

### **Definition of Sexual Harassment**

Sexual harassment is a type of harassment and bullying. It may include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Examples of the type of behavior that may constitute sexual harassment include demands for sexual activity; sexual flirtations, advances or propositions; sexual innuendoes or suggestive jokes; comments of a sexual nature to describe an individual or an individual's body; unwelcome physical contact such as touching, pinching or brushing the body; any type of coerced sexual activity; displays of sexually suggestive objects or pictures; and obscene gestures or

materials. Romantic or sexual relationships between adults (teacher, administrator or staff member) and students are expressly prohibited.

### **General Procedures for Reporting Complaints**

Innovation encourages all members of the School to report all incidents of harassment and bullying, regardless of who the offender may be. The School will take prompt, reasonable action to prevent, investigate and remedy harassment and bullying.

If a student feels comfortable speaking to the offender directly and requesting that the harassment and bullying stop, the School encourages the student to do so. If the student is not comfortable speaking directly to the offender, or if the harassment and bullying does not cease, the harassment and bullying should be reported to Danielle Martin, the Dignity Act Coordinator. Any parent who believes that his or her child has been or is being harassed or bullied by a student or by an adult, should also report this conduct to the Dignity Act Coordinator.

[\(danielle.martin@innovationhighschool.org\)](mailto:danielle.martin@innovationhighschool.org)

The School recognizes that false accusations of harassment and bullying may cause serious harm to innocent persons. Although the School encourages complaints made in good faith, if an investigation reveals that a student knowingly or maliciously accused another person falsely of harassment or bullying, the School will take appropriate action to remedy this misconduct.

### **Investigations**

The School will take prompt, reasonable action to prevent, investigate, and remedy harassment and bullying. All allegations will be promptly investigated. The investigation may include interviews with the parties involved, and when necessary, with individuals who may have observed the alleged conduct or may have relevant knowledge. The School will attempt to protect the privacy of the individuals involved in an investigation, but cannot guarantee confidentiality.

### **Discipline**

If the School determines that the School's policy prohibiting harassment and bullying has been violated, the School will take disciplinary action against the offender. Discipline may include, but is not limited to, required participation in community service, detention, restorative practices, suspension or expulsion for students, and, for school staff, warning notices, probation, suspension or termination of employment.

**Retaliation**

The School prohibits retaliation against anyone who reports harassment and bullying or participates in an inquiry of such report. Any person who retaliates against a student for reporting any perceived acts of harassment and bullying will be subject to disciplinary action.

**Construction of this Policy**

This policy is to be read in harmony with Innovation's various policies that prohibit discrimination, harassment, bullying and other forms of impermissible conduct, including, but not limited to, Innovation's Employee Handbook, Code of Conduct and student disciplinary code.

*Revised 11/3/15*