

What is predictable after an incident related to:

- **Discrimination, racial harassment or behaviors that target the protected class of students in order to create a hostile environment for them.**
- **Discrimination, racial harassment, violations of policy JFCF/GBNA: hazing/harassment/Intimidation/bullying/menacing/cyberbullying/teen Dating violence/domestic violence:**

1 The principal and/or assistant principal will meet with or call the victim's parents and the parents of the student(s) who committed the act. The goals in this process are to:

- Support the needs of/for the victim(s) and ensure their voice is heard
- Process an effective and thorough investigation of the incident
- Apply appropriate consequences
- Provide any learning opportunities for all parties involved
- Restore the relationship, if possible
- Communicate the actions of the school, at least what can legally be shared, with the victim's family

2 From these conversations, a plan should be developed and may include:

- Aspects of the plan may include letters and notes of apology, mediation conferences with support from counselors, teachers and support personnel
- Various types of Restorative Practices could be facilitated with school personnel within various and numerous settings
- Frequent follow-up with both students
- Suspension, in or out of school
- In some cases, an expulsion hearing
- Support from third-party or district level resources

3 Whole school responses:

- Related to behavioral expectations around discrimination, racial harassment, or issues against students in a "protected class," students will be informed at the beginning of the year and multiple times during the year of behavioral expectations and will be encouraged to seek out adult support when hazing, harassment, bullying, etc. In the event of our policy on hazing/harassment/intimidation/bullying/menacing/cyberbullying/teen dating violence/domestic violence is policy: JFCF/GBNA and this policy guide our actions.
- School staff will be trained on what to do when:
 - They hear or see inappropriate acts
 - A student reports a situation to them
 - Who they report such situations to
- Schools will communicate and implement protocols for students so they know:
 - How to help disrupt situations (go from being bystanders to upstanders)
 - What should be reported
 - Whom they can go to in the school to make a report

Consequences to Violations of Policy JFCF/GBNA:

Hazing/harassment/intimidation/bullying/menacing/cyberbullying/teen dating violence/domestic violence) ***This is a variation of the consequences from Board policy on use/possession of alcohol and drugs:***

Violators shall:

- Receive notice of the violation, with a separate, written copy of the notice mailed to the student's parents/guardians, including a notice of the scheduled meeting required below.
- Along with the student's parent/guardian, contact will be made by the school administration.
- Be suspended, either in school or out of school, for up to 7 calendar days.
- Be subject to an expulsion hearing unless the administrator determines circumstances do not warrant a hearing. For second and/or subsequent offenses, violators shall be notified that a mandatory expulsion hearing shall be held, with a possible recommendation to expel.
- The district considers the violation of this policy to be detrimental to the culture, safety, and inclusive nature of our schools.