HARASSMENT, INTIMIDATION, OR BULLYING POLICY

At the Rabbi Pesach Raymon Yeshiva, we believe that a safe and civil environment in school reflects our commitment to Torah values and middot and is necessary for students to learn and to achieve high academic standards and exemplary behavior.

Students learn by example. Therefore, school administrators, faculty, staff, and volunteers are required to demonstrate appropriate behavior, treating others with civility and refusing to tolerate harassment, intimidation, or bullying.

Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student’s ability to learn and a school's ability to educate its students in a safe environment.

Therefore, RPRY will not tolerate acts of harassment, intimidation, or bullying.

DEFINITION OF HARASSMENT, INTIMIDATION, AND BULLYING

"Harassment, intimidation, or bullying" is defined as any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that takes place on school grounds, at any school-sponsored function, on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

A. a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to his/her person or damage to his/her property, or

B. has the effect of insulting or demeaning any student or group of students, or

C. creates a hostile educational environment for the student by interfering with the student’s education.
The administration and staff of RPRY prohibits acts of harassment, intimidation, or bullying against any student.

The school administration shall be responsible for ensuring the prompt investigation and response to all reports of harassment, intimidation, and bullying committed on school grounds, at school activities, on school buses, and any incidents that are committed off school grounds in cases where a school employee is made aware of such actions.

The Head of School, or the appropriately trained and qualified designee, has the right and authority to impose a consequence on a student for conduct away from schools grounds. This authority shall be exercised when it is reasonably necessary for the student’s physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, and when the conduct which is the subject of the proposed consequence interferes with the requirements of appropriate discipline in the operation of the school.

**Consequences and Remedial Measures for Acts of Harassment, Intimidation, or Bullying**

Consequences and remedial measures for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student’s history of behaviors and performance.

Consequences and remedial measure shall be designed to:

A. correct the behavior;
B. prevent another occurrence of the problem;
C. protect and provide support for the victim of the act; and
D. take corrective action for documented systemic problems related to harassment, intimidation, or bullying

Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including short and long-term suspension or expulsion.

The consequences and remedial measures will be contingent on the severity and frequency of the harassment, intimidation, or bullying, which will take into account the student's age, and may include, but are not limited to:
A. Consequences
   1. Admonishment
   2. Temporary removal from the classroom
   3. Deprivation of privileges
   4. Classroom or administrative detention
   5. Referral to administrator
   6. In-school suspension, short or long term
   7. Ineligibility for after-school programs
   8. Out-of-school suspension, short or long term
   9. Legal action
   10. Expulsion

B. Remedial Measures
   1. Personal
      a. Restitution and restoration
      b. Mediation
      c. Peer support group
      d. Corrective instruction or other relevant learning or service experience
      e. Supportive student interventions
      f. Behavioral assessment or evaluation
      g. Behavioral management plan, with benchmarks that are closely monitored
      h. Assignment of leadership responsibilities (e.g. hallway monitor)
      i. Student counseling, therapy, or treatment
      j. Parent conferences

   2. Environmental (Classroom or School)
      a. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation, or bullying
      b. School culture change
      c. School climate improvement
      d. Adoption of research-based, systemic bullying prevention programs
      e. School policy and procedures revisions
      f. Modifications of schedules
      g. Adjustments in hallway traffic
      h. Supervision of students before and after school, including school bus
      i. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus)
      j. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors
      k. Professional development programs for staff
      l. Parent conferences
      m. Family counseling
REPORTING HARASSMENT, INTIMIDATION, OR BULLYING BEHAVIOR

The Administration - Head of School, Principals of General and Judaic Studies, Director of Guidance, School Psychologist and/or their designees - shall be responsible for receiving complaints alleging violations of this policy.

The Administration shall allow reports to be anonymous, but no formal disciplinary action shall be based solely on an anonymous report. Any school employee, contracted service provider, student, visitor, or volunteer who has witnessed, or has reliable information that a student has been subject to harassment, intimidation, or bullying, must report the incident to the Administration.

The following procedures shall apply to the reporting of incidents of harassment, intimidation, and bullying:

A. All acts of harassment, intimidation, or bullying shall be reported verbally to the school Administration on the same day when the individual witnessed or received reliable information regarding any such incident.

B. A member of the Administration shall inform the parents or guardians of all students involved in the alleged incident, and may discuss, as appropriate, the availability of counseling and other intervention services.

The members of the Administration and any appropriate school official shall immediately initiate the school’s bullying procedures.

RETIALLATION AND REPRISAL PROHIBITED

The school prohibits reprisal or false accusation against any person who witnesses and/or reports an act of harassment, intimidation, or bullying by any student, school employee, contracted service provider, visitor, or volunteer. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation or false accusation shall be determined by the Head of School, and/or Principals, or their designee after consideration of the nature, severity, and circumstances of the act, in accordance with case law and board policies and procedures.

In cases where any state or federal law has allegedly been violated, the local law enforcement agency shall be notified.


**APEAL PROCESS**

The parent or guardian of a student accused of harassment, intimidation, and bullying may request a meeting with the Administration after receiving the information from the Administration regarding the investigation to discuss the findings and the consequences.