

## ORANGE COUNTY PUBLIC SCHOOLS

### Visitor or Volunteer Information

#### Bullying and Harassment Policy

Florida Statute 1006.147

The Orange County school board believes that all students and employees are entitled to a safe, equitable, and harassment-free school experience. Bullying, harassment, or discrimination will not be tolerated and shall be just cause for disciplinary action. The best practices to ensure school safety and violence prevention initiatives for the school community (students, parents, staff and community members) are essential components of the policy.

### **Definitions**

**Bullying** is unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture that inflicts physical hurt or psychological distress on one or more people.

**Harassment** is any written, verbal, or physical conduct, or use of the computer that is threatening, insulting, or dehumanizing, that places someone in reasonable fear of harm or interferes with the educational setting.

**Cyberbullying/Cyberstalking** is communicating words, images, or language through electronic devices that causes substantial emotional distress to a person and serves no legitimate purpose.

### **Bullying is NOT...**

- A conflict between two students
- An occasional fight or playful teasing with a friend
- Accidental; in bullying the behaviors are meant to hurt others

### **Consequences**

Consequences and appropriate intervention for a visitor or volunteer, found to have committed an act of bullying shall be determined by the school administrator after consideration of the nature and circumstances of the act, which may include reports to appropriate law enforcement officials.

Consequences and appropriate remedial action for a visitor or volunteer, found to have wrongfully and intentionally accused another as a means of bullying or harassment shall be determined by the school administrator after consideration of the nature and circumstances of the act, which may include reports to appropriate law enforcement officials.

### **Reporting**

Any members of the school community who have credible information that an act of bullying has taken place may file a report of bullying at the school location, whether they are a victim or a witness. The principal or designee is responsible for receiving these reports.

Any person who reports in good faith to the appropriate school official is immune from damages.

