



Good Foundations Academy

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GFA ANTI-HARASSMENT POLICY

PURPOSE AND PHILOSOPHY

Good Foundations Academy believes it is important to instill the right values within the student body so that they 1) know the right behavior, 2) know how to discipline themselves to adhere to proper behavior, and 3) can be trusted in most situations to comply with the proper behavior.

Character education is intentionally and explicitly taught in order to build a school culture that is conducive to learning. It is an expectation that GFA school employees and students daily model the 7 Foundation Stones of Respect, Cooperation, Citizenship, Integrity, Perseverance, Self-Control, and Responsibility.

Normal Student Conflict

When normal student conflict occurs, students and staff are required to adhere to the following protocol:

1. Ask the person who is physically or verbally harassing you to stop. Don't joke around or make light of it. Look the person directly in the eye and state that you would like him or her to stop that behavior.
2. That student now has two choices. He or she can stop the behavior or continue it. If the behavior stops, that problem has been eliminated.
3. If the problem persists, the student needs to have the character to do what is right. This means reporting the problem to someone in control. This usually means the classroom teacher or teacher aide.
4. The teacher then should address the problem with both students and the students' parents. Expectations should be clearly defined for both students.
5. If the harassing continues, this will then become an Assistant Director or Executive Director concern. He or she should be informed of the history of the situation and then establish a behavior contract with the student.
6. If the student does not adhere to the behavior contract, then he or she is subject to additional disciplinary action.

POLICY

Bullying

Bullying, intimidating, tackling, or fighting is not allowed. For the purposes of this policy, "bullying" is the use of coercion to obtain control over another person or to be habitually cruel to another person. Bullying

can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

Bullying is prohibited on school property, at school-sanctioned activities and events, when students are being transported in any vehicle dispatched by the school, or off school property when such conduct has a nexus to a school curricular or non-curricular activity or event.

A student who engages in any act of bullying is subject to appropriate disciplinary action. The severity and pattern, if any, of the bullying behavior shall be taken into consideration when disciplinary decisions are made.

Harassment

For the purposes of this policy, "harassment" includes communication and behaviors that demean and/or victimize a school employee or student. Harassment contributes to a hostile school environment and negatively impacts the victim's ability to learn and/or work.

It is the policy of Good Foundations Academy to provide a learning environment and workplace free of harassment or intimidation based on age, race, color, religion, sex, national origin, physical or mental disability, sexual orientation, marital status, veteran status, or any other category protected by federal, state, or local law. GFA does not tolerate harassment or hostile actions and takes prompt action to correct any such situations. Any employee who violates this policy will be subject to disciplinary action, up to and including termination.

Good Foundations Academy does not tolerate sexual harassment. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical contact of a sexual nature when such conduct creates an offensive, hostile, and intimidating learning and working environment and prevents and individual from effectively performing the duties of his or her position.

Hazing

For the purpose of this policy, "hazing" means intentionally or knowingly committing an act that endangers the physical health or safety of a school employee or student. Hazing can involve:

- any brutality of a physical nature such as whipping, beating, branding, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements
- consumption of any food, liquor, drug, or other substance
- forced or coerced actions or activities of a sexual nature or with sexual connotations - other physical activity that endangers the physical health and safety of a school employee or student - physically obstructing a school employee's or student's freedom to move

Hazing is done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for, membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event. Hazing may also occur if the person committing the act against a school employee or student knows that the school employee or student is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to

which the person committing the act belongs to or participates in.

The conduct described above constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

Cyberbullying

GFA's electronic devices, computer networks, or other property, whether accessed on campus or off, during or after school hours, may not be used for the purpose of harassment. All forms of harassment over the Internet, commonly referred to as "cyberbullying," are unacceptable and viewed as a violation of GFA's acceptable computer-use policy and procedures.

Malicious use of GFA's computer system to develop programs or to institute practices that harass other users or gain unauthorized access to any entity on the system and/or damage the components of an entity on the network is prohibited. Users are responsible for the appropriateness of the material they transmit over the system.

Hate mail, harassment, discriminatory remarks or other antisocial behaviors are expressly prohibited.

Cyberbullying includes, but is not limited to the following misuses of school technology: Harassing, teasing, intimidating, threatening or terrorizing another person by sending or posting inappropriate and hurtful e mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs and social media sites (i.e. Facebook, Twitter). It is also recognized that the author (poster or sender) of inappropriate material is often disguised (logged on) as someone else.

Students and community members who believe they have been the victim of such misuses of GFA-owned technology, as described herein, should not erase the offending material from the system. A copy of the material should be printed or otherwise preserved and brought to the attention of the Executive Director.

For situations in which cyberbullying originates from a non-school computer, and is brought to the attention of school officials, any disciplinary action shall be based upon whether the conduct is determined to be severely disruptive of the educational process so that it markedly interrupts or severely impedes the day-to-day operations of the school and is in violation of a publicized school policy. Such conduct includes, but is not limited to, threats, or making a threat off school grounds, to harm an employee, student or Member of the Board of Directors of Good Foundations Academy.

Disciplinary action may include, but is not limited to, loss of computer privileges, detention, suspension or expulsion for verified perpetrators of cyberbullying.

Always feel free to confer with the Assistant Directors or Executive Director if you have any questions or concerns.

Search and Seizure

Students possess the right of privacy as well as freedom from unreasonable search and seizure as guaranteed by the Fourth Amendment of the U.S. Constitution. This individual right, however, is balanced by the school's responsibility to protect the health, safety, and welfare of all its students and to ensure

compliance with school rules. School employees (usually administrators) may conduct searches of property or a person when they have reason to suspect the health, safety, or welfare of students or staff may be endangered.

GFA is not responsible for loss, theft, or breakage of items brought to school.

Retaliation

For the purposes of this policy, retaliation means an act or communication intended as retribution against a person for reporting bullying or hazing. This also includes improperly influencing the investigation of, or the response to, a report of bullying or hazing.

Gang Activity

At GFA, gang activity is prohibited. School faculty and personnel are trained to recognize early warning signs for youth in trouble. Faculty and personnel shall report suspected gang activity to school administration who, in turn, will refer suspected gang activity to law enforcement. Gang members are barred from extracurricular activities. Gang-related graffiti or damage to school shall result in parent/guardian notification and referral to law enforcement.

Prohibitions

No school employee or student may engage in bullying, harassment, hazing, gang activity or cyberbullying a school employee or student. This includes on school property, at a school related or sponsored event or while the school employee or student is traveling to or from a location or event described above. No school employee or student may engage in retaliation against a school employee, student, or an investigator for, or witness of, an alleged incident of bullying, harassment, hazing, gang activity, cyberbullying, or retaliation. No school employee or student may make false allegations of bullying, harassment, hazing, or retaliation against a school employee or student.

School Actions

Each reported complaint should include:

- Name of the complaining party
- Name of offender (if known)
- Date and location of incident(s)
- Statement describing the incident(s) including names of witnesses (if known)

All information received in a complaint, names of complainants shall be treated with the utmost confidence to the extent possible. Administrators shall notify the complainant before revealing his or her name.

Each reported violation of the prohibitions noted previously shall be promptly investigated by a school administrator or an individual designated by a school administrator. Formal disciplinary action is prohibited based solely on an anonymous report of bullying, hazing, or retaliation.

Verified violations of the prohibitions noted previously shall result in consequences or penalties as listed in

the GFA Discipline Policy.

GFA involves parents and guardians of a perpetrator or victim of bullying, hazing, or retaliation in the process of responding to, and resolving, conduct prohibited in this Policy to the extent permitted by federal and state law, including the federal Family Educational Privacy Right Act of 1974, as amended.

Training

The training of GFA school employees shall include training regarding bullying, harassment, hazing, gang activity and retaliation. In accordance with the GFA charter, school employees shall embed character education and the Foundation Stones regarding prevention of these activities wherever possible. Volunteers involved in after-school activities should receive bullying and hazing prevention training and be informed annually of the prohibited activities list provided previously in this policy and the potential consequences for violation of this policy

Reviewed and Approved: 9/13/2021