



KIPP: TULSA

PUBLIC CHARTER SCHOOLS

Bullying, Harassment, and Intimidation Policy

KTCP endeavors to foster a safe and secure school environment where all students are comfortable and treated with due respect. Threats, intimidation, harassment, and bullying are not tolerated, and offenders are subject to disciplinary action and referral to law enforcement.

The school reserves the right to discipline students' off campus behavior that threatens the safety and well-being of a student or KTCP staff.

Bullying is the use of coercion or intimidation to obtain control over another person to cause physical, mental, or emotional harm to another person.

Bullying can be verbal, physical, sexual, or electronic harassment over an extended period of time.

- **Verbal harassment** includes threats, gestures, slurs based on someone's ethnic, racial, religious background or ability, obscene language, slander, swearing, name-calling.
- **Physical harassment** involves stealing, shoving, hitting, pushing, slapping, spitting, tripping, fighting, and destroying property.
- **Sexual harassment** includes subjecting another person to unwanted sexual attention, coerces another individual into sexual activity, and/or punishes his or her refusal. It can be manifested in writing, verbally, or physically.
- **Cyber bullying** involves an individual or group engaged in the electronic transmission of images or communication intended to harm, intimidate, harass, insult, or humiliate an individual via email, text messages, blogs, Facebook, Instagram, SnapChat, Wikipedia, Twitter, Xanga, Piczo, instant messaging.

The accusation of bullying and harassment are serious, and all cases will be kept confidential and given immediate individual attention. **A student should report bullying and harassment incidents immediately to the Dean of Students.**

All complaints are investigated, and parties involved will be informed of the outcome. False complaints may result in legal or administrative action against the complainant. No person may retaliate against a complainant.