POLICY NUMBER	204
TITLE	Anti-Bullying
ADOPTED	August 6, 2014
Amended	12/22/15, 8/4/16, 8/21/16, 6/13/18, 6/12/19, 2/5/2025

PURPOSE AND DECLARATION OF POLICY

The Freire Charter School (Charter School) Board stands firmly against bullying. Bullying behavior is contrary to the mission and vision of the Charter School, negatively affects the Charter School's culture and environment, and can be damaging to the Charter School community at-large.

Bullying (including Cyberbullying) is prevented in the Charter School's Code of Conduct. Student conduct which may constitute Bullying or Cyberbullying shall be addressed in the same manner as other student disciplinary investigations, consistent with the Charter School's Code of Conduct. Allegations of Bullying or Cyberbullying will be investigated promptly. In addition, a determination of whether the target of the Bullying or Cyberbullying was targeted or reports being targeted wholly or in part due to the target's race, age, marital status, creed, religion, color, sex, disability, sexual orientation, gender identity or expression, or national origin will be made.

In all of its forms, bullying is prohibited at the Charter School. The Board directs that complaints of bullying shall be investigated promptly, and that corrective action be taken when allegations are substantiated.

DEFINITIONS

Artificial intelligence-generated or modified media - means text, code, images, audio or video data that has been created or modified from its original source data through the use of artificial intelligence technology, programs or platforms.

Bullying – means an intentional, electronic, written, verbal, or physical act or series of acts by a student directed at another student or students, which occurs in a school setting that is severe, persistent or pervasive and has the effect of doing any of the following:

1. Substantially interfering with a student's education.

2. Creating a threatening environment.
3. Substantially disrupting the orderly operation of the Charter School.

Cyberbullying – means a form of bullying which may occur, in whole or in part, through technology, including artificial intelligence-generated or modified media. Allegations of cyberbullying shall be addressed in accordance with this policy.

School setting – means in the Charter School building(s), on the grounds of the Charter School, in school vehicles, at a designated bus stop or at any activity sponsored, supervised, or sanctioned by the Charter School.

DELEGATION OF RESPONSIBILITY

The Head of School or designee shall be responsible for:

1. Addressing allegations of bullying pursuant to the Charter School's Code of Conduct and other Board policies, as may be applicable.
2. Develop, procure, and/or implement bullying prevention and intervention programs and activities, including training for Charter School employees and students for effectively responding to, intervening in and reporting incidents of bullying.
3. Review this policy every three (3) years, or as otherwise may be required by law, and recommend revisions to the Board, if applicable.
4. Ensuring that this policy is made available on the Charter School's public website, in every classroom at the Charter School, and at a prominent location within the Charter School building(s).
5. Ensure that this policy and procedures for reporting bullying incidents are reviewed with students within ninety (90) days after this policy's adoption or revision, and at least once each school year thereafter.
6. Provide this policy and any other information required by law to governmental agencies.

Reporting and Investigation Procedures

Students, parents, staff, and community members are encouraged to report any incidents of bullying promptly to a designated staff member, teacher, counselor, or administrator. Reporting can be done through designated reporting mechanisms such as online by submitting the **Freire Schools Harassment Complaint Form** or in person by confidential conversations with trusted adults. Reports will be taken seriously and investigated promptly.

All Charter School employees that have reliable information that would lead a reasonable person to suspect any person is the target of Bullying or Cyberbullying must immediately report to their immediate supervisor or the Head of School. Failure to report known or suspected instances of Bullying or Cyberbullying may subject employees to discipline.

Whenever a Charter School employee other than the Head of School receives a report of Bullying or Cyberbullying, the employee shall notify the Head of School to initiate Code of Conduct investigation procedures.

Conduct occurring outside of the Charter School can be subject to this Policy when there is a connection to Charter School-sponsored activities or where the conduct materially disrupts (or is anticipated to materially disrupt) the operations of the Charter School.

In the course of an investigation pursuant to this Policy, if potential incidences of Sexual Harassment (as defined in Policy #116) are identified, the Title IX Coordinator shall be notified immediately. Any complaints or allegations made under this Policy which could be construed as complaints of Sexual Harassment shall be handled in accordance with the applicable Board policy.

Allegations made under this Policy that would require disclosure to local law enforcement authorities shall be duly reported by the Head of School or their designee.

The Head of School or designee may offer interim measures to any individual(s) named or related to allegations of bullying or cyberbullying to protect the individual(s) from further bullying, cyberbullying, or similar conduct.

Consequences

Where a student is found to have engaged in act(s) violating this Policy, the Head of School or their designee may prescribe that the student attend training, counseling, or other remedial programs. Disciplinary consequences for Bullying or Cyberbullying will be based on the totality of the circumstances, such as the seriousness or severity of the behavior, and may include suspension, expulsion, and/or referral to law enforcement, loss of privileges (e.g., attendance at graduation or other school-sanctioned events) or withholding diplomas, and/or transcripts, pending the student's compliance with Charter School rules or satisfactory completion of any remedial program. To the extent Bullying would constitute an act of violence in violation of the Charter School's Nonviolence and Commitment to Peace Policy (Policy # 203]), the disciplinary consequences set forth therein shall apply. Formal disciplinary action may not be based solely on an anonymous report of Bullying or Cyberbullying.

In addition to the procedures and consequences set forth in the Code of Conduct, The Board authorizes the Head of School or designee to withhold school privileges (e.g. attendance at graduation or other school-sanctioned events), diplomas, and/or transcripts, pending the student's compliance with school rules or satisfactory completion of any remedial program.

Support for Victims

Victims of bullying will be offered a referral to the Emotional Supports team for resources and support to address their emotional and psychological well being.

--