

# DISCRIMINATION / HARASSMENT/ BULLYING POLICY SUMMARY

## “Age-Appropriate”

The Beverly School Committee is committed to the prevention of teasing, bullying, name-calling, making fun of people, threatening, excluding or treating people differently because of their appearance or behavior, race, color, sex, religion, or because of their housing situation, language, ethnicity, age and/or disability. Bullying behavior, including the repeated verbal or physical acts or gestures where a student or employee feels emotionally or physically harmed; or when an employee or student's property is damaged; or when an individual is in reasonable fear of harm to himself or herself; or when peoples rights or their education or work is disrupted, is not permitted. Behavior, in and out of school, which interferes with your concentration, learning, and desire to go to school will not be allowed in the Beverly Public Schools. It is against the law for anyone to harass and bother you or make you feel so uncomfortable or embarrassed that you can't learn or do your work.

### Examples of behaviors which are against school policy are:

- name calling and teasing
- saying hurtful or inappropriate things to make others uncomfortable sometimes because of who you are; because you are a girl or a boy, because your skin color is different, because you come from a different country or have different customs, because you pray differently, because you are older or younger, because you learn differently, have a handicap, come from a different kind of family, or because you are rich or poor;
- verbal or physical touching or gesturing when it is unwelcome;
- using an anonymous or false identity to hurt others;
- writing a hateful or threatening note;
- cyber-bullying through emails, instant messages, websites, text messages; or any other electronic devices;
- pushing, kicking, hitting, spitting;
- excluding other students, spreading rumors;
- damaging another's personal property;
- violating rules about respecting each other.

Unacceptable behavior may occur in words or actions such as physical contact and gestures, making faces or intentional exclusion. Cyber-bullying is intentional and repeated harm of others through the use of computers, cell phones, and other electronic devices. Cyber-bullying is sending or posting hurtful, embarrassing or threatening notes, text or images using the internet, cell phones or other digital communication devices. It is not okay for anyone to threaten, frighten or hurt you in these ways. Treating people differently or threatening to hurt someone because they are different is unlawful. Witnesses, bystanders and observers of bullying and picking on others are asked to report all such instances. There are ways to disagree with respect and to avoid name-calling and insults. Sometimes joking around and teasing goes too far and crosses the line to harassment or bullying. We want all children and adults to feel welcome and safe in school so they can do their best work.

### Responsibilities

All students and adults are responsible for respecting others and following this policy. No one has the right to bully, harass, discriminate, threaten, or treat you differently or unfairly. If you have any questions or concerns you wish to talk about, or if any of these things are happening to you, you may tell any adult at school and they will help you. There are also specially-trained people in your school, known as **Equity Coordinators**, whom you can tell and meet in a safe place in your building. The Equity Coordinators' responsibility is to investigate and remediate incidents of bullying and harassment, making sure that you feel safe at your school. Please see the District Equity Coordinator link on our website for a list our School and District Equity Coordinators. The designated Equity Coordinator(s) in your building are:

\_\_\_\_\_ and \_\_\_\_\_.

This policy is for all members of the Beverly Public School District, including all students or adults working or visiting Beverly schools.