

**Dear Student,**

**Please read and initial.**

**Name** \_\_\_\_\_

**Initials** \_\_\_\_\_

**Student Anti-Harassment Policy**

Groton Dunstable Regional High School is committed to maintaining a safe, inclusive, and respectful environment free from all forms of bullying and harassing conduct, including but not limited to harassment based on race, color, national origin, creed, religion, gender or gender identity, sex, affectional or sexual orientation, age, physical appearance, socioeconomic status, family situation or disability. Therefore, all such conduct is prohibited at school and school sponsored events.

The goal is ensure all individuals the opportunity to work, learn, and develop relationships without the disruptions caused by fear of intimidation, humiliation, or degradation.

**DEFINITIONS**

**Inciting a violent act:** Any action that encourages another to participate in an act of violence.

**Harassment:** Any action, conduct, or communication which has the purpose or effect of interfering with an individual's work or education or creating an intimidating, hostile or offensive environment. This includes actions against individuals or groups not only based upon legally protected classifications such as race, color, national origin, religion, creed, gender, sex, sexual orientation, age, and disability, but also upon personal circumstances such as socioeconomic status, gender identity, family situation, and physical appearance.

**Bullying:** repeatedly, and over time, intentionally inflicting injury or discomfort on an individual with the purpose or effect of interfering with an individual's work or education or creating an intimidating, hostile, or offensive environment. Bullying can take many forms and can be directed against a person or a group. It often involves of an imbalance of power or strength, in which one person is victimized by another person.

**Retaliation:** Any damaging or threatening action taken against an individual for reporting a violation of school policy.

**Fighting:** A physical altercation between 2 or more individuals.

**Physical Assault/Battery:** Any intentional action taken that places another in reasonable fear of imminent offensive or harmful physical contact. For the purpose of this policy, it is distinguished from fighting as 1) The victim had NO warning of the pending attack or means to avoid it 2) The victim clearly did not incite, attempt to escalate the altercation, or retaliate against the individual in any manner.

**Hazing:** As set forth in Massachusetts General Law ch269 Ch 17-19, hazing is identified for the purposes of this policy as: Any conduct or method of initiation into a student organization, whether on public or private property, which willfully and recklessly endangers the physical or mental health of any student or person. Such conduct shall include whipping, beating, forced calisthenics, exposure to weather, forced consumption of food, liquor or any beverage, drug or other substance, or any brutal treatment or forced physical activity which is likely to adversely effect the physical health or safety of any such student person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. Massachusetts General Law, Ch 269 17-19 provides for the following criminal

penalties: Whoever is the principle organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than \$1,000 or by imprisonment in a house of correction for no more than 100 days, or by both such fine and imprisonment. Anyone who knows that another person is the victim of hazing as defined by above, must, without endangering him/herself or other, report the crime to an appropriate law official as soon as possible. A fine of not more than \$500 shall punish whoever fails to report such a crime.

**Hate Crime:** A crime in which a person's conduct is motivated, in whole or part, by hatred, bias, or prejudice, based on actual or perceived race, color, religion, national origin, gender, disability, or sexual orientation of another individual or group. Students found to be committing hate crimes will be held accountable according to the GDRHS Harassment Policy and will be referred for criminal prosecution under Massachusetts General Law Ch 265 sec 39.

**Indecent Assault/Battery:** A criminal offense in which an individual commits an assault upon a person that is sexual in nature. This includes kneeling, exposure, grabbing or groping a person in an unwelcome, sexually explicit manner.

## **REPORTING RESPONSIBILITIES**

### **Harassment**

Everyone in the school community is responsible for immediately reporting incidents of harassing, bullying and/or retaliation, by anyone, in any form, that are directed at or witnessed by them at school or school sponsored event. Failure to report such incidents or failure to cooperate with an investigation of such an incident will result in disciplinary action. Further, it is the responsibility of all faculty, staff, and students to intervene verbally in any incident when it is possible for them to safely do so.

#### *When to Report:*

- If you are a target or victim of violations to the anti-harassment policy
- If you are a witness to violations of the anti-harassment policy
- If you see insulting or demeaning graffiti or other visual displays
- If you have other reasons to believe that there may have been a violation of this anti-harassment policy. This could include hearing re-occurring gossip about a possible incident or incidents.

NOTE: If you witness violations of the anti-harassment policy, you may make a report through your guidance counselor or the Harassment Officer. In order to allow students to report suspected violations of this policy without fear of retaliation, GDRHS will deal seriously with any and all acts of retaliation for the good faith filing of a complaint or cooperation in the investigation of any such complaint.

#### *Who to Report To:*

School Harassment Officer: Ms. Erickson  
Guidance: Ms. Charbonneau, Ms. DiFonzo, Mr. O'Loughlin  
Assistant Principal: Mr. Murray  
Any GDRHS Teacher, Coach or Staff Member

Any harassing behavior that involves adult to student or student to adult must be referred to Principal.

*The above individuals can be reached at (978) 448-6362*

All reported incidents of harassing behavior will be investigated. In the event a violation of this policy is established, GDRHS will take reasonable steps to stop the violation and prevent its

recurrence. These steps may include actions against those whom have been determined to be in violation.

The following level system is intended to be used as a guideline pertaining to possible offenses. It is not designed to be all-inclusive or reflect extenuating circumstances. Administrators will be the final arbitrators in all disciplinary actions and will use the following merely as guidelines in their decision-making.

### **Level One**

Intervention may be dealt with by staff member or referred to Harassment Officer. Infractions at this level are first time offenses that are general in nature, and include but are not limited to:

- Irritating words, gestures, or actions toward another that interfere with individual's work/education
- General use of slurs not directed at an individual (ex: "That's gay" "How retarded")
- Demeaning jokes, stories, or activities toward a group of individuals
- Destroying or defacing school approved postings
- Displays or circulation of material that promote demeaning stereotypes
- Demeaning use of sarcasm
- Failure to report harassing/bullying behavior to appropriate authority
- Non-specified name calling not outlined in level 2

Corrective actions at this level may include but are not limited to:

- Discussion with teacher
- Educational assignment
- Mediation
- Referral to Harassment Officer
- Teacher detention
- Office detention

### **Level Two**

Corrective Actions may include teacher-imposed consequences and MUST include referral to the Harassment Officer for review, documentation, and possible further action including administrative referral. Infractions at this level are either repeated level one offenses, or are directed at a specific individual or group, and are not physical in nature. Examples of offenses at this level include but are not limited to:

- Repeated Level One offenses
- Using racial, religious, sexual orientation or other slurs directed at an individual or specific group
- Use of profanity directed at another with purpose to offend, embarrass, or intimidate
- Demeaning comments about a person's size/appearance/socioeconomic status/perceived intelligence
- Threatening statements directed at an individual
- Physical posturing in a threatening manner
- Blocking a person's movement
- Attacks on personal property
- Inciting a violent act
- Unsolicited sexually explicit remarks or gestures
- Impeding an investigation of a complaint of harassment

Corrective actions at this level include but are not limited to:

- Letter of apology

- Educational group (after school)
- Educational assignment
- Restorative Justice project
- Notification of parents
- Social probation-1 week
- Office detentions
- Documentation in student record
- Saturday detention
- Possible referral to Assistant Principal
- Written reprimand/warning

### **Level Three**

Students must be referred directly to administration and may be referred back to the Harassment Officer for education or other intervention. Infractions at this level include but are not limited to:

- Repeated Level Two offenses
- Retaliation against individual reporting harassment
- Touching another person in an embarrassing, intimidating or hostile way
- Any physical intimidation involving touching, pushing, or tripping
- Extortion or use of blackmail
- Unwelcome sexual remarks, including pressure for dates or information on sexual experiences
- Unwelcome sexual/physical advances such as pinching, patting or pulling at another's clothing

Corrective/Disciplinary actions to infractions at this level include, but are not limited to:

- Parent meeting required
- Educational group
- Social probation up to 3 weeks
- Restorative justice project
- Suspension 1-5 days
- Written reprimand
- Documentation in student record
- Possible referral to School Resource Officer

### **Level Four**

Students must be referred directly to administration and will be referred to the Groton Police Department. Infractions at this level represent a repeated pattern of infractions that has not ceased despite prior intervention, and/or offenses that are in violation of Massachusetts State Law, including but not limited to:

- Repeated Level Three offenses
- Criminal threatening
- Intimidation of a witness
- Physical assault & battery
- Indecent assault & battery
- Hazing
- Hate crimes
- Terror provoking threats of violence against school, either verbal or written

Responses/Disciplinary Actions at this may level include but are not limited to:

- Parent meeting required
- Documentation in student's record
- Possible removal from team/activity if directly associated with offense

- 3-10 day suspension by Assistant Principal
- Referral to Principal for possible long term suspension, exclusion, or expulsion\*
- Referral to Superintendent for possible long term suspension, exclusion, or expulsion\*
- Notification of Groton Police Department
- Notification to Division of Social Services where applicable

\*In some circumstances, parents may request that the administration consider a risk assessment with conditional reinstatement in lieu of long-term suspension or expulsion.

Resource List:

Guidance Office	978-448 6362
Assistant Principal	978-448-6362
School Resource Officer	978-448-6362
Groton Police Department	978-448-5555
Safelink-Domestic Violence 24 hour hotline	877-785-2020
Peer Listening Line for gay, lesbian, transgender youth	617-267-2535

GDRHS urges all individuals who believe they have been subjected to violations of this Anti-Harassment Policy to report the matter to school officials so that they may take appropriate action. Individuals who believe that they have been subjected to harassment based upon legally protected classification should also be aware that may contact the Massachusetts Department of Education, 350 Main Street, Malden, MA 02148-5023, telephone (781) 338-3300 or US Department of Education, Office of Civil Rights (OCR), J.W. McCormack POCH, Boston, MA 02109-4557, telephone (617) 223-9662, TDD Users (617) 223-9695