

APTOS HIGH SCHOOL BULLYING/HARASSMENT PREVENTION AND INTERVENTION PLAN

Bullying and harassment are not tolerated at Aptos High School. It is expected that teachers, staff, and students will immediately report any type of bullying or harassment for administrative action. California law & PVUSD Board Policy protecting students and staff:

California laws ([California Safe Schools](#)):

- California law explicitly provides that public schools and non-religious private schools that receive state funding, have a legal duty to protect students from discrimination and harassment on the basis of actual and perceived gender identity. California Education Code §§ 200-220.
- The Department of Education regulations implementing this law state that: [N]o person...shall be subjected to discrimination, or any form of illegal bias, including harassment. No person shall be excluded from participation in or denied the benefits of any [school] program or activity on the basis of . . . gender . . . Title 5, California Code of Regulations, § 4900(a).
- The law defines “gender” very broadly: “Gender” means sex, and includes a person’s gender identity and gender related appearance and behavior whether or not stereotypically associated with the person’s assigned sex at birth. Penal Code § 422.56 (effective Jan. 1, 2005, as amended by S.B. 1234 (2004)). [1]
- AB 537 is the California Student Safety and Violence Prevention Act of 2000 and protects students and school employees against discrimination and harassment at all California Public Schools. This includes the actual or perceived sexual orientation and gender identity.

PVUSD Board Policy

As documented in Board Policy 5131.2, the PVUSD Board of Education is committed to creating a safe learning and working environment for all students and employees. The Board of Education recognizes the harmful effects of bullying on student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student. No student or groups of students shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, cyberbully, cause bodily injury to, or commit hate violence against any other student or school personnel. (Board Policy 5131.2)

The nondiscrimination policies also prohibit harassment and discrimination on the basis of sex, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability.

Harassment is defined as “conduct based on protected status that is severe or pervasive, which unreasonably disrupts an individual’s educational or work environment or that creates a hostile educational or work environment.” The protections cover any program or activity in a school, including extracurricular activities and student clubs through the Equal Access Act.

THE THREE (3) TYPES OF BULLYING BEHAVIORS:

- **Physical Bullying:** harm to another’s body or property
- **Emotional Bullying:** harm to another’s self-worth
- **Social Bullying:** harm to another’s group acceptance

BULLYING/HARASSMENT VIOLATIONS MAY INCLUDE:

- Calling names or making fun of a person.
- Pinching, pushing, or shoving a person.
- Taking things away from a person without consent.

- Damaging a person's belongings.
- Stealing from a person.
- Spreading rumors about a person.
- Saying or writing things about a person.
- Making a person feel uncomfortable or small.
- Excluding a person from activities.
- Making a person feel targeted or excluded.
- Using social media to share photographs without consent or engage in any of the above named behaviors.

HOW TO FILE A COMPLAINT: If a student is being bullied or harassed they should begin by telling the person who is harassing them to stop. The student then has the option to report the situation to an adult on campus. Students can also begin (or if it happens a second time), by informing a teacher, a school counselor, another adult on campus, or by telling a parent/guardian. If the harassment continues from the same individual, it is very important that the student informs a trusted adult that the attempts to make the behavior stop have failed and that stronger more serious action will be required.

If a student receives threatening communication (phone calls, emails, texts, social media posts, etc) the student should tell their parent/guardian or a trusted adult immediately. Students should save all communications to share with an adult. If a student sees someone else at school being bullied, they should find assistance and inform an adult about the concerns.