

The Forum School Policy Prohibiting Harassment, Intimidation, and Bullying

The Forum School prohibits acts of harassment, intimidation, or bullying. A safe and civil environment in school is necessary for students to learn and achieve appropriate academic standards. Harassment, intimidation, and bullying, like other disruptive or violent behaviors, disrupt both a student's ability to learn and The Forum School's ability to educate its students in a safe environment. As role models all administrators, staff, and volunteers shall be accountable for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, and bullying. Further, all Forum School personnel will be responsible for adhering to the following procedures (N.J.S.A. 18A:37-15 (3)(b)(1)):

Harassment, intimidation, or bullying is defined as any interpersonal behavior, whether written, computer generated, verbal, or physical, which occurs during school activities (including on a school bus) and which harms a student physically or emotionally, damages a student's property, or places a student in reasonable fear of harm to his person or his property. It is also defined as behavior which insults or demeans any student or group of students so as to cause substantial disruption in, or significant interference with, the orderly operation of the school. N.J.S.A. 18A:37-15 (3)(b)(2)

The Forum School expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities, and the care of school facilities and equipment.

Standards for student behavior will be determined cooperatively with students, parents/guardians, and staff to encourage students to grow in self-discipline.

Consequences for acts of harassment, intimidation, falsely accusing another as a means of retaliation, or bullying as well as any active or passive support of these behaviors may range from behavioral intervention to suspension or removal from the program dependent upon the developmental levels of the involved parties, the level of harm, context, and circumstances of the offense and consideration of possible prior offenses.

Standard Forum School policy for reporting behavioral incidents will be followed in cases of harassment, intimidation, and bullying. The behavioral Incident Report form will be used for reporting by staff. Students may verbally report incidents to any staff member and may remain anonymous if they so desire. A thorough prompt investigation will be conducted of all reports by Administration.

Reprisal or retaliation against any person who reports an act of harassment, intimidation, or bullying will be strictly prohibited, and consequences and remedial action will be determined in accordance with the student's behavioral management plan.

This policy shall be included in staff and parent handbooks and posted on The Forum School website.