Guilford County Board of Education

Board Policy

Descriptor Term: STUDENT HARASSMENT, BULLYING AND DISCRIMINATION FREE ENVIRONMENT		Descriptor Code: JCDAD
Presented to Board: **1st Reading: April 8, 2008** **2nd Reading: May 8, 2008** **Continuation of 2nd Reading: June 10, 2008**	**Adopted by Board:**	**Revised by Board:**

It is the policy of the Guilford County Board of Education to maintain a learning environment that is free from harassment, bullying, and discrimination. Students are prohibited from engaging in harassment, bullying, or discrimination based on an individual's real or perceived race, color, sex, religion, creed, political belief, age, national origin, linguistic and language differences, sexual orientation, gender identity/expression, socioeconomic status, height, weight, physical characteristics, marital status, parental status, or disability. The Board prohibits any and all forms of harassment because of those differences.

Students who violate this policy shall be disciplined pursuant to policy JD, the Student Code of Conduct and students may be reassigned where appropriate.

Persons who believe they have been bullied, harassed or discriminated against shall inform a teacher, counselor or the school principal and all staff persons observing behavior have a duty to report such conduct to the principal. The principal will follow the procedures accompanying this policy in JCDAD-P. If a GCS employee knowingly fails to report or take proper action, or knowingly provides false information in an incident of student bullying, harassment or discrimination the employee will be subject to disciplinary action.

Persons who report bullying, harassment or discrimination pursuant to this policy have a right to know the outcome of the investigation of the allegations within the bounds of the law. Additionally, any person who reported conduct pursuant to this policy who is not satisfied with the outcome of the investigation has a right to file a grievance pursuant to policy JCE (Grievances by Students and Parents).

No one is permitted to retaliate against persons who allege a violation of this policy. GCS will take steps to prevent a recurrence of the conduct and will take steps to correct any discriminatory effects, including reassignment of students where necessary.