SALT LAKE ARTS ACADEMY BULLYING, CYBERBULLYING, HAZING, RETALIATION, AND ABUSIVE CONDUCT POLICY

Approved by the Board: Sept. 2026

I. PURPOSE AND PHILOSOPHY

Salt Lake Arts Academy (SLArts) is committed to maintaining a safe, inclusive, and respectful learning environment where all members of the school community are treated with dignity and respect. Conduct that constitutes bullying, cyberbullying, hazing, retaliation, abusive conduct, harassment, or discrimination interferes with a student's ability to learn and the school's ability to provide a safe educational environment.

SLArts prohibits bullying, cyberbullying, hazing, retaliation, abusive conduct, and harassment involving students, employees, contractors, volunteers, and visitors.

Our school social vision is:

RIISE - Respect, Integrity, Inclusion, Safety, Kindness, and Empathy

II. DEFINITIONS

II.A. Student Bullying

Student bullying means one or more students, with the intent to cause harm, repeatedly committing a written, verbal, relational, electronic, or physical act against another student, or engaging in a single egregious act involving an imbalance of power that:

1. Creates an environment that a reasonable person would find hostile, threatening, or humiliating; and
2. Interferes with a student's educational performance, opportunities, participation, or benefits.

Bullying may include:

Physical Bullying

- Hitting
- Pushing

- Shoving
- Kicking
- Taking belongings
- Theft
- Physical intimidation

Verbal Bullying

- Name-calling
- Taunting
- Threats
- Ridicule
- Slurs
- Humiliating comments
- Offensive gestures

Relational Bullying

- Exclusion
- Social isolation
- Spreading rumors
- Gossip
- Manipulating peer relationships
- Scapegoating

II.B. Cyberbullying

Using the internet, social media, text messages, email, cell phones, or other electronic communication to hurt, embarrass, threaten, intimidate, shame, or isolate another individual.

II.C. Staff Bullying

Staff bullying means a school employee repeatedly committing a written, verbal, or physical act toward a student or employee, or engaging in a single egregious act involving an imbalance of power that creates a hostile environment and substantially interferes with educational or professional opportunities.

Staff bullying does not include:

- Reasonable correction of behavior;
- Appropriate disciplinary action;
- Reasonable coaching strategies; or
- Ordinary disagreements or conflicts.

II.D. Hazing

Hazing means intentionally, knowingly, or recklessly committing an act that endangers the mental or physical health or safety of a student or employee for the purpose of initiation into, affiliation with, admission to, or participation in a school-sponsored team, club, organization, activity, or event.

Consent of the individual subjected to the conduct does not excuse hazing.

II.E. Retaliation

Retaliation means any act intended to:

- Punish a person for reporting bullying, cyberbullying, hazing, abusive conduct, or harassment;
- Discourage reporting;
- Interfere with an investigation; or
- Influence the outcome of an investigation.

II.F. Abusive Conduct

Abusive conduct means verbal, nonverbal, written, electronic, or physical conduct by a parent, student, volunteer, contractor, or other individual directed toward a school employee that a reasonable person would find intimidating, humiliating, threatening, or intended to cause unwarranted distress.

A single incident generally does not constitute abusive conduct unless sufficiently severe.

II.G. Protected Class Harassment

Harassment based on race, color, national origin, sex, religion, disability, gender identity, sexual orientation, or other protected status may constitute a violation of federal civil rights laws and will be addressed in accordance with applicable federal and state law.

III. POLICY STANDARDS, PROCEDURES & GOVERNANCE

III.A. Prohibited Conduct

Students, employees, volunteers, contractors, parents, and visitors shall not engage in:

1. Bullying
2. Cyberbullying
3. Hazing
4. Retaliation
5. Abusive conduct
6. Harassment based on a protected class
7. Creation or distribution of non-consensual intimate images
8. Sharing recordings of bullying incidents for the purpose of encouraging, promoting, or

glorifying bullying behavior

9. Knowingly making false allegations of bullying, cyberbullying, hazing, retaliation, or abusive conduct

Good-faith reports made in error shall not be considered false allegations.

III.B. Scope of Policy

This policy applies to conduct that occurs:

1. On school property;
2. During school-sponsored activities;
3. On school transportation;
4. At bus stops;
5. While traveling to or from school activities;
6. During field trips;
7. Through electronic communication or technology;
8. Off-campus conduct that substantially disrupts the educational environment or interferes with a student's access to educational opportunities.

III.C. Reporting Procedures

Students, employees, volunteers, and parents are strongly encouraged to report incidents immediately.

Reports may be made:

- In person to any employee;
- To the Principal;
- To the Director of Academic Engagement;
- Through written statements;
- Through email;
- Through the Upstander/No Bully reporting box;
- Through SafeUT.

School employees who receive reports shall promptly notify the School Designee.

III.D. School Designee

The Principal, Director of Academic Engagement, or their designated administrator shall serve as the School Designee responsible for:

- Receiving reports;
- Conducting investigations;
- Notifying parents;
- Maintaining records;

- Developing action plans; and
- Monitoring implementation of corrective measures and learning needs.

Anonymous reports will be investigated to the extent possible. Formal disciplinary action will not be based solely upon an anonymous report.

III.E. Investigation Procedures

The School Designee shall promptly investigate all reports.

Investigations may include:

- Interviews with the targeted student;
- Interviews with the alleged aggressor;
- Interviews with witnesses;
- Review of written statements;
- Review of emails, texts, social media, photographs, video, or other evidence;
- Consultation with parents and staff members.

The School Designee shall maintain documentation of:

- Dates of interviews;
- Individuals interviewed;
- Evidence reviewed;
- Findings;
- Actions taken.

All investigations will be conducted as confidentially as reasonably possible.

The accused individual shall be provided an opportunity to respond to allegations before disciplinary action is imposed.

III.F. Parent Notification

The School Designee shall notify parents or guardians when their student is involved in an incident of:

- Bullying;
- Cyberbullying;
- Hazing;
- Retaliation;
- Abusive conduct; or
- Suicidal ideation.

When student safety is at-risk, parents will be notified as soon as practicable and no later than the end of the school day.

Notification should include:

- Nature of the concern;
- Safety measures implemented;
- Available support services;
- Appeal procedures.

When a student expresses suicidal ideation, the school shall provide parents with information regarding:

- Suicide prevention resources;
- Limiting access to lethal means;
- Healthy social media practices and online safety.

III.G. Action Plans for Verified Incidents

When allegations are substantiated, the School Designee shall develop an Action Plan.

The Action Plan may include:

For the Targeted Student

- Safety planning;
- Check-ins with trusted adults;
- Counseling supports;
- Academic accommodations;
- Parent communication;
- Restorative opportunities when appropriate and voluntarily agreed upon.

For the Student Who Caused Harm

- Behavioral interventions;
- Accountability measures;
- Progressive discipline;
- Counseling and/or skill-building supports;
- Parent communication;
- Restorative practices

No Action Plan shall require the targeted student to change classes, activities, schedules, or educational opportunities as a condition of receiving protection.

III.H. Restorative and Accountability Practices

SLArts supports restorative and accountability practices that:

- Repair harm;
- Restore relationships;
- Teach responsibility;

- Promote empathy;
- Preserve student access to educational opportunities.

Participation by a targeted student in restorative processes shall be voluntary and require parent notification and consent.

III.I. Consequences

Verified violations may result in:

- Restorative interventions;
- Educational consequences;
- Loss of privileges;
- Removal from extracurricular activities;
- Behavioral contracts;
- Suspension;
- Expulsion;
- Employee discipline up to and including termination;
- Referral to law enforcement when appropriate.

III.J. Appeals

Parents, guardians, students, and employees may appeal findings or procedural concerns within ten (10) school days of receiving notice of the investigation outcome.

Appeals shall be submitted in writing to the Governing Board President.

Appeals may be based on:

- Failure to follow policy procedures;
- New evidence unavailable during the investigation.

Disagreement with findings alone is not grounds for appeal.

III.K. Training and Prevention

SLArts shall provide ongoing training regarding:

- Bullying;
- Cyberbullying;
- Hazing;
- Retaliation;
- Abusive conduct;
- Protected-class harassment;
- Civil rights protections;
- Digital citizenship;
- Online safety;

- Appropriate reporting procedures.

Training shall be provided to:

- Students;
- Parents;
- Employees;
- Coaches;
- Volunteers.

The school shall maintain records documenting training participation.

III.L. Assessment

SLArts shall annually assess:

- The prevalence of bullying, cyberbullying, hazing, retaliation, and harassment;
- Student perceptions of safety;
- Locations where incidents are more likely to occur;
- Areas requiring increased supervision or intervention.

Results may be used to improve prevention efforts and supervision practices.

III.M. Annual Acknowledgment

Each year, students aged eight and older, parents/guardians, and employees shall acknowledge receipt of this policy as required by Utah law.

The policy shall be published on the school website and in student and employee handbooks.

III.N. Employee Grievance

Employees who experience abusive conduct, bullying, harassment, or retaliation may file a written complaint with the School Designee and may pursue additional remedies through applicable employee grievance procedures.

III.O. No Bully Protocol

SLArts will continue to utilize the No Bully Solution Team process, Restorative Justice, Positive Behavior Interventions and Supports (PBIS) and progressive discipline procedures as outlined in the school's Anti-Bullying Protocol. These procedures shall be implemented in a manner consistent with this policy and applicable Utah law.