# HIB Policy

FlexSchool believes that a safe and civil environment in our school is necessary for our students to learn and realize their academic potential. Acts of harassment, intimidation or bullying, like other disruptive or violent behaviors, interfere with these important goals. That is why FlexSchool strictly prohibits acts of harassment, intimidation or bullying (HIB) of a FlexSchool community member.

Some of the important points of FlexSchool's HIB policy are as follows:
**"Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication or sharing of content*** whether it be a single incident or a series of incidents, that is:**

A. reasonably perceived as being motivated either by any actual or perceived characteristic such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or
B. by any other distinguishing characteristic;
C. and that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
D. a reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage his property; or
E. has the effect of insulting or demeaning any student or group of students; or
F. creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

# HIB Policy

| *Appropriate Verbal Interactions* | *Inappropriate Verbal Interactions* |
|---|---|
| Appropriate jokes<br><br>Encouragement<br><br>Praise | Name-calling<br><br>Bullying<br><br>Ridicule or Humiliation<br><br>Discussing sexual encounters<br><br>Cursing<br><br>Hazing<br><br>Off-color or sexual jokes<br><br>Shaming<br><br>Belittling<br><br>Derogatory remarks<br><br>Harsh language that may frighten, threaten, or humiliate other student<br><br>Derogatory remarks about another student or his/her family<br><br>Inappropriate games like *Truth or Dare* and *Never Have I Ever* |

# HIB Policy

| *Appropriate Physical Interactions* | *Inappropriate Physical Interactions* |
|---|---|
| Side hugs | Full-frontal hugs |
| Shoulder-to-shoulder or "temple" hugs | Kisses |
| Pats on the shoulder or back | Showing affection in isolated areas |
| Handshakes | Lap sitting |
| High-fives and hand slapping | Wrestling |
| Verbal praise | Piggyback rides |
| Pats on the head when culturally appropriate | Tickling |
| Touching hands, shoulders, and arms | Exposing oneself |
| Arms around shoulders | Any type of massage given by or to a student |
| | Any form of affection that is unwanted by the student or the staff or volunteer |
| | Compliments relating to physique or body development |
| | Touching bottom, chest, or genital areas |
| | Hitting |
| | Spanking |
| | Shaking |
| | Slapping |

# HIB Policy

| *Appropriate Physical Interactions* | *Inappropriate Physical Interactions* |
|---|---|
| | Unnecessary restraints<br><br>Viewing or showing others pornographic materials |