**Bullying, Harassment, or Intimidation**

Wicomico Day School’s Policy to Address Bullying, Harassment, or Intimidation, as described below, is published in response to Maryland’s House Bill 38 which requires a nonpublic school that participates in State-funded education programs to adopt a policy prohibiting bullying, harassment, and intimidation. This policy articulates Wicomico Day School’s comprehensive approach to addressing all forms of bullying, harassment, and intimidation. This policy is consistent with past practices regarding the way in which Wicomico Day School has traditionally dealt with matters of bullying. Simply stated, bullying in any form is not tolerated at Wicomico Day School. Students who engage in bullying activities will encounter disciplinary consequences, including potential permanent removal from the school community.

**I. Prohibition of Bullying, Harassment, or Intimidation**

Wicomico Day School is committed to maintaining a community in which the dignity and worth of each member is revered and respected. Wicomico Day School considers bullying, in all of its forms, to be a grave disciplinary infraction. It is the policy of Wicomico Day School to prohibit bullying, harassment, or intimidation of any person on school property or at school sponsored functions or by the use of electronic technology at school. It is also the policy of Wicomico Day School to prohibit reprisal or retaliation against individuals who report acts of bullying, harassment, or intimidation or who are victims, witnesses, bystanders, or others with reliable information about an act of bullying, harassment, or intimidation.

**II. Definition of Bullying, Harassment, or Intimidation**

 As used in this policy, “bullying, harassment, or intimidation” is defined as repeated intentional behavior, either direct or indirect, and includes verbal, physical, or written conduct or an electronic communication that physically damages an individual or damages an individual’s property or creates a hostile educational environment by substantially interfering with a student’s educational benefits, opportunities, or performance, or with a student’s physical or psychological well-being. This behavior occurs on school property or at a school-sponsored activity or event and substantially disrupts the orderly operation of the school.

 “Electronic communication” means a communication transmitted by means of an electronic device, including a telephone, cellular phone, computer, or pager. III. Prevention, Intervention, and Remediation

**III. Prevention, Intervention, and Remediation**

 Wicomico Day School is keenly aware of its responsibility to create a school environment in which the academic, social, moral, and ethical development of all students can occur to the fullest extent possible. To this end, Wicomico Day School uses intervention strategies for the prevention and remediation of bullying, harassing, or intimidating behaviors.

 **IV. Standard Consequences, Remedial Actions, and Support Services for persons:**

 • Committing acts of bullying, harassment, or intimidation

 • Engaged in reprisal or retaliation

 • Found to have made false accusations

 At Wicomico Day School, the Administrative Head/Dean of School is responsible for responding to any and all instances that jeopardize the educational environment of the school. By responding to these incidents in a swift and decisive way, complete with appropriate disciplinary consequences for those deemed responsible, Wicomico Day School is positioned to establish a culture of mutual respect. We believe that such an environment is essential to the educational growth of our students.

Consequences and remedial actions for persons committing acts of bullying, harassment, or intimidation and for persons engaged in reprisal or retaliation will be consistently and fairly applied after appropriate investigation has determined that such an offense has occurred.

**V. Reporting and Responding to Bullying, Harassment, or Intimidation**

Students who are victims of bullying, or students, teachers, parents or family members who witness acts of bullying or are aware of acts of bullying, should immediately report these occurrences to an administrator of Wicomico Day School. The Administrative Head will be the primary contact regarding instances of bullying. However, students can report bullying to any administrator or teacher at Wicomico Day School.

**VI. Prompt Investigation of Acts of Bullying, Harassment, or Intimidation**

Incidents of bullying, harassment, or intimidation must be promptly and appropriately investigated by the school administration using the Bullying, Harassment, or Intimidation Incident Investigation Form within 2 school days after receipt of a reporting form or as timely as possible.