



# Evergreen Community Charter School

Section: 200 Pupils

Title: Bullying/Cyberbullying

Number: 249

Last Revised: April 23, 2026

Evergreen Community CS is committed to providing a safe, positive learning environment for its students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by Evergreen students.

Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting that is severe, persistent or pervasive and results in, or is likely to result in, any of the following:

1. Substantial interference with a student's education.
2. Creation of a threatening environment.
3. Substantial disruption of the orderly operation of the school.

**Bullying** may include a wide variety of behaviors, with deliberate intent to hurt, embarrass, or humiliate the other person. Some examples of bullying are as follows, but are not limited to:

1. Physical – hitting, kicking, spitting, pushing, stealing and/or damaging personal belongings, sexual acts, and invasion of one's personal space in an aggressive manner.
2. Verbal/Written – taunting, malicious teasing, name-calling, making threats, phone and/or Internet, and sexual innuendo/remarks.
3. Emotional – spreading rumors, shunning, manipulating social relationships or environment, engaging in social exclusion, extortion, ridiculing, and intimidating.
4. Electronic – verbal, written and/or emotional bullying through electronic means (i.e., cyberbullying).

The term **bullying** shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct.

**Bullying**, as defined in this policy, includes cyberbullying.

**School setting** means in the school, on school grounds, on the school's network or computer equipment, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school, including the time traveling to and from school and/or school-sponsored activities.

Evergreen will not tolerate any acts of bullying occurring in the school setting. For bullying that occurs outside the school setting, Evergreen shall take appropriate disciplinary action to the extent permitted by applicable law.

The Board encourages students who believe they or others have been bullied to promptly report such incidents to the Director, Principal, and/or staff.

The Board directs that verbal and written complaints of bullying shall be investigated promptly, and corrective or preventative action shall be taken when allegations are verified. Any Complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under of school policies. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, Evergreen staff shall report the student to the threat assessment team in accordance with applicable law and Board policy.

When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, Evergreen staff shall report the student to the threat assessment team, in accordance with applicable law and Board policy.

#### Discrimination/Harassment

Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Title IX Coordinator. If, in the course of the bullying investigation, potential issues of discrimination are identified, the Title IX Coordinator and the school solicitor shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.

#### Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the investigation shall be handled in accordance with applicable law, regulations, this policy and school's legal and investigative obligations.

#### Retaliation

Reprisal or retaliation relating to reports of bullying or participation in an investigation of allegations of bullying is prohibited and shall be subject to disciplinary action.

#### **Delegation of Responsibility**

Each student shall be responsible for respecting the rights of others and ensuring an atmosphere free from bullying.

The Director, or designee, shall ensure that this policy and administrative regulations are reviewed annually with students.

The Director or designee, in cooperation with other appropriate staff, shall review this policy every three (3) years and recommend necessary revisions to the Board.

School administration shall annually provide the following information with the Safe School Report:

1. Evergreen's Bullying Policy
2. PIMS Report of bullying incidents
3. Information on the development and implementation of any bullying prevention, intervention or education programs (i.e. Bullying Brochure)

The Responsibility Agreement, which shall contain this policy, shall be disseminated annually to students and parents.

### **Guidelines**

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within the building and on the Evergreen website.

### **Education**

Evergreen Community CS may develop and implement bullying prevention and intervention programs. Such programs shall provide staff and students with appropriate training for effectively responding to, intervening in, and reporting incidents of bullying.

### **Consequences for Violations**

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Responsibility Agreement, which may include:

1. Counseling within the school
2. Parental conference
3. Loss of school privileges
4. Exclusion from school-sponsored activities
5. Detention
6. Suspension
7. Expulsion
8. Counseling/Therapy inside or outside of school
9. Referral to law enforcement officials

All reported incidents of bullying will be documented.

Depending upon the severity of a particular situation, the principal may also take appropriate steps to ensure student safety. Such steps may include the implementation of a safety plan; separating and supervising the students involved; providing employee support for students as needed; reporting incidents to law enforcement, if appropriate; and developing a supervision plan with parents/guardians.

For bullying occurring outside the school setting, Evergreen shall take appropriate disciplinary action to the extent permitted by applicable law.