

## **INWOOD CHRISTIAN SCHOOL'S HARASSMENT/ANTI-BULLYING POLICY**

Inwood Christian School intends to provide its employees, volunteers, and students an environment that is free of offensive kinds of behavior. Conduct, whether intentional or unintentional, that subjects another person to unwanted attention, comments, actions, or robs the person of dignity, is unlawful and contrary to our religious beliefs, and therefore, is not permitted.

Inwood Christian School does not condone or allow bullying or harassment of others, whether by employees, supervisors, students, or other persons who may be present in our facilities. All students, employees, and volunteers are expected to conduct themselves with respect for the dignity of others on school property, or at any school function or school-sponsored activity.

Harassment and bullying are defined as any electronic, written, verbal, or physical act or conduct toward another person which is:

- 1) Based on any of the following actual or perceived traits or characteristics: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status; and
- 2) Creates an objectively hostile school environment that meets one or more of the following conditions:
  - a) Places the person in reasonable fear of harm to person or property.
  - b) Has a substantially detrimental effect on the person's physical or mental health.
  - c) Has the effect of substantially interfering with academic or job performance.
  - d) Has the effect of substantially interfering with the person's ability to participate in or benefit from the services, activities, or privileges provided by this school.

The following activities, absent substantial aggravating factors, occurring inside or outside the classroom, do not constitute harassment or bullying:

- 1) Instruction and participation in lessons and worship service.
- 2) Discussions and debate concerning issues important to Christian faith.
- 3) Electronic, written, verbal, and physical interpretation of Biblical scripture, and religious texts, music, and opinion.
- 4) Witnessing and faith-sharing.

Any person who believes he or she has been subjected to bullying or harassment should report it immediately to an appropriate superior. A student may report to a teacher, counselor, administrator, or school board member as well as discussing the incident with the student's parent or guardian. An employee may report to the administrator or a school board member. However, the Principal is responsible for receiving report and ensuring this policy is implemented.

All suspected bullying or harassment will be promptly and thoroughly investigated by the Principal or his/her designee. Subsequent investigations will be handled discreetly to avoid embarrassment of the person making the report. Criminal charges will be handled by civil authorities.

Any person who is determined to have violated this policy will be subject to corrective action and discipline, including the possibility of termination (for employees), expulsion (for students), or criminal charges if they are filed.

Sexual harassment, one of the forms of harassment prohibited by this policy, is defined as follows:

- 1) Unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or otherwise creating an intimidating, uncomfortable, bothersome, hostile, or offensive working or learning environment.
- 2) Making submission to, or rejection of, such conduct the basis for employment or educational decisions affecting any person.

This policy shall be published in the student handbook, the employee handbook, and the parent/guardian handbook.

It is the policy of Inwood Christian School to provide equal education and employment opportunities and not to illegally discriminate on the basis of race, national origin, age, marital status, gender, or disability in its educational programs, activities, or its employment and personnel policies. Students shall be integrated in all areas on the basis of race, national origin, gender, and disability. As a Christian school, Inwood Christian School reserves the right to discriminate or impose qualifications based on religion, gender identity, or sexual orientation as allowed by the Iowa Civil Rights Act (Iowa Code, chapter 216, section 216.9). Nothing in this policy, or any other policies of the school, shall be construed to limit, inhibit, or otherwise restrict the genuine expression of religious belief or conviction, or the free exercise thereof, as expressed in the First Amendment to the Constitution of the United States of America.