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## **HARASSMENT, INTIMIDATION, DISCRIMINATION, BULLYING & CONFLICT RESOLUTION**

The Dual Language Immersion North County (DLINC) Board of Trustees desires to provide a safe school environment that allows all students equal access and opportunities in the DLINC programs academic and other educational support programs, services, and activities. DLINC believes that all students have the right to a safe and healthy school environment. The Charter school and community have an obligation to promote mutual respect, tolerance and acceptance.

DLINC will not tolerate behavior that infringes on the safety of any student. The Board prohibits, at any learning center or school activity, unlawful discrimination, harassment, intimidation, and bullying of any student based on the student's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. Such behavior that is not tolerated includes, but is not limited to hitting or shoving; verbal assaults such as teasing or name calling; and social isolation or manipulation.

DLINC expects students and/or staff to immediately report incidents of bullying to the principal or his/her designee. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school sponsored activity, during lunch break, whether on or off campus and during a school-sponsored activity.

To ensure bullying does not occur on school campus, DLINC will provide staff development training in bullying prevention and cultivate acceptance and understanding in all students and staff to build each school's capacity to maintain a safe and healthy learning environment.

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bullying. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

The Charter will adopt a Student Code of Conduct to be followed by every student while on school grounds or when traveling to and from school or a school sponsored activity and during lunch, whether on or off campus.

The Student Code of Conduct includes, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or his/her designee.
- Students can rely on staff to promptly investigate each complain of bulling in a thorough and confidential manner.

- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or Executive Director. The school prohibits retaliatory behavior against any complainant or any participant in the complaint process.
- Students are to resolve their disputes without resorting to violence.
- Students, especially those trained in conflict resolution and peer mediation, are encouraged to help fellow students resolve problems peaceably.
- Students can rely on staff trained in conflict resolution and peer mediation strategies to intervene in any dispute likely to result in violence.
- Students needing help in resolving a disagreement, or students observing conflict may contact an adult or peer mediators.
- Students involved in a dispute will be referred to a conflict resolution or peer mediation session with trained adults or peer mediators. Staff and mediators will keep the discussions confidential.
- Conflict resolution procedures shall not supplant the authority of staff to act to prevent violence, ensure campus safety, maintain order, and discipline students.

The procedures for intervening in bullying behavior include, but are not limited to, the following:

- All staff, students and their parents will receive a summary of this policy prohibiting intimidation and bullying: at the beginning of the school year, as part of the student/parent handbook, as part of new student orientation, and as part of the school's annual notifications.
- The school will make reasonable efforts to keep a report of bullying and the results of the investigation confidential.
- Staff who witness acts of bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witness in any way.

The designated Coordinator for Nondiscrimination to handle complaints regarding discrimination, harassment, intimidation, or bullying, and to answer inquiries regarding the DLI North County nondiscrimination policies is the Principal, Mallory Wirth. She can be reached at [mwirth@dlinorthcounty.org](mailto:mwirth@dlinorthcounty.org) or (760) 631-6200.

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