Continuum of Behaviors

Generic bullying and harassment

Rude, disrespectful behavior

- Ignoring someone
- Talking down to someone
- Making faces at someone
- Rolling your eyes at someone
- Sneering at someone
- Laughing at someone

Bullying (legal definition)

Student to student **ONLY**

For **ANY** reason:
- Weight
- Clothes
- Where you live
- Height
- Age
- Hair
- Perceived low/high intelligence
- Socioeconomic status

Happens over a period of time and is repeated

Need to look at the **intent** of the alleged bully

HOWEVER, if there is **overt** reference to a student's protected category status, treat the incident as possible harassment

Harassment (legal definition)

Student to student **AND** between students and adults

Based on **ACTUAL OR PERCEIVED** student's or student's family member's membership in a protected category:
- Race
- Creed (religion)
- Color
- National Origin
- Marital Status
- Sex
- Sexual Orientation
- Disability
- Gender Identity

Happens over a period of time and is repeated **OR** a single severe incident

Need to look at **impact** of alleged conduct on the target

Criminal behavior

- Physical/sexual assault
- Hate crimes
- Cyberbullying

A school can contact the police or advise parents to contact the police but the school should also do its own investigation of bullying or harassment complaints that may have a criminal element.