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.

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