

# **Anti-Harassment, Intimidation, and Bullying**

## *Willoughby-Eastlake Schools Policy 4110.1*

### III. Other Forms of Harassment, Intimidation, or Bullying

Harassment, intimidation, or bullying, as defined in Ohio Revised Code, means any intentional and multiple written, verbal, or physical acts, including electronically transmitted acts, such as by use of Internet, cell phone, personal digital assistant (PDA), or wired/wireless hand-held device, either overt or covert, by a student or group of students toward other students or school personnel, including volunteers, with the intent to harass, intimidate, injure, threaten, ridicule, or humiliate them. Such conduct, on or immediately adjacent to school grounds, at any school-sponsored activity, on school transportation, or at any official school bus stop, which can reasonably be considered to have the effect of causing mental or physical harm to the other student(s) or school personnel, including placing an individual in reasonable fear of physical harm, and/or damaging of personal property, and which is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student(s) or school personnel is strictly prohibited and may result in disciplinary action, including suspension and/or expulsion from school

Complaints under section III of this policy should be investigated promptly, particularly when they are seen by the complainant and/or staff member to constitute a danger to any of the student(s) involved, including the alleged offenders and, when concluded, a written report shall be prepared by the investigator and include a findings of fact, witness statements (as appropriate), actions taken to address the complaint, and recommendations for further action that should be taken. The report shall be delivered to the building administrator's immediate supervisor, who shall, at the conclusion of each semester, forward a summary report of all such cases to the Superintendent, who shall forward the report to the Board of Education, and the summary shall be published on the district's website.