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Harassment, Intimidation, and Bullying (HIB) Policy

The Port Huron Schools prohibit acts of harassment, intimidation, or bullying and is firmly committed to its prevention and elimination. Refusing to tolerate harassment, intimidation, or bullying is expected of district administrators, teachers, volunteers, and all other employees. The principal of each school is responsible for ensuring that the policy is implemented.

Harassment, intimidation and bullying means any written, verbal, or physical act, or any electronic communication that is intended or that a reasonable person would know is likely to harm one or more individuals either directly or indirectly and that would be perceived as ridiculing, insulting or demeaning. This includes, but is not limited to acts perceived as being motivated by religion, race, color, national origin, age, sex, sexual orientation, disability, height, weight, or socio-economic status, or any other distinguishing characteristics, including those based on an association with another person who has or is perceived to have any of these characteristics. For example, derogatory and demeaning comments to a person about their sexual orientation or use of racial slurs are prohibited.

Students who believe they have been the victim of harassment, intimidation, or bullying or know a student who they believe has been the victim of harassment, intimidation or bullying have an obligation to immediately report what they know to the building principal or his/her assigned designee. The incident may be reported verbally with the administrator serving as scribe, or the victim/reporting individual may fill in the HIB Complaint Reporting Form available at each school. The matter will be investigated promptly. False reports of harassment, intimidation, or bullying will result in appropriate remedial action.

Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the behavior, and protect the victim of the act.

At the conclusion of the investigation, when there is a finding of a violation of this policy, the investigator will provide notification to the parent or legal guardian of a victim of bullying and the parent or legal guardian of a perpetrator of the bullying by phone, email, or letter.

We will **advocate** for our students and families in partnership with our community to assure their success inside and outside of school; continuously **innovate** our practices and programs to improve student achievement; and **educate** in ways that are relevant, relationship driven, and rigorous.