

Anti- Bullying, Anti-Cyber Bullying and Anti-Hazing Bullying

Northwood Academy recognizes the negative impact that bullying has on Students' health, welfare, and safety and on the learning environment at school. Northwood also recognizes that bullying creates an atmosphere of fear and intimidation, and detracts from a safe environment. Northwood defines bullying as an intentional electronic, written, verbal, nonverbal, psychological or physical act or series of acts directed at another Students or Students, which occurs in and/or outside a school setting, that is severe, persistent, or pervasive and has the effect of doing any of the following:

1. Substantially interfering with a Student's education;
2. Creating a threatening school environment; or
3. Substantially disrupting the orderly operation of the school.

Bullying is further characterized by the following three (3) criteria:

1. It is aggressive behavior or intentional harm doing.
2. It is carried out repeatedly over time.
3. It occurs between people where there is an imbalance of power (e.g. physical strength, mental capacity, popularity, or social skills).

Hazing

Title 18 - Chapter 28 was added October 19, 2018, P.L.535, No.80, also known as the "Timothy J. Piazza Antihazing Law." Chapter 28 defines the following:

Offense defined.--A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

- (1) Violate Federal or State criminal law.
- (2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
- (3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- (4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- (5) Endure brutality of a sexual nature.
- (6) Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

(1) Except as provided under paragraph (2), hazing is a summary offense.

(2) Hazing shall be a misdemeanor of the third degree if it results in or creates a reasonable likelihood of bodily injury to the minor or student.

(c) Limitation.--Hazing shall not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Secondary school: Any public or private school within this Commonwealth providing instruction in grades 7 through 12 or any combination of those grades.

Response to Reports of Bullying at Northwood Academy

When Northwood Academy receives a complaint that bullying has occurred, the Bully designee, or designated administrator, will conduct an investigation to determine if the incident has met the three criteria for bullying and have had the aforementioned effects.

1. First the Bully designee will interview the claimant and the accused separately to gather the facts and produce a written statement
2. Next, the bully designee will review the facts to determine if the incident meets the standard of bullying
3. If the bullying designee determines that bullying has occurred, the designee will contact the perpetrating Students's parent/guardian to discuss the bullying policy, facts of the case and further interventions should bullying behavior continue. The consequences are as follows:
 - a. First Offense: Parent contact, document warning, level 2 intervention and restorative action **independent of the victim.**
 - b. Second Offense: Mandatory parent conference, level 2 intervention and restorative action **independent of the victim.**
 - c. Third Offense: Mandatory parent conference, short-term suspension, restorative action **independent of the victim.**

If the incident of bullying occurred in connection with a level 3 infraction, the perpetrating Students may be recommended for a disciplinary hearing and could face expulsion from Northwood Academy Charter School. Upon a third offense of bullying, the perpetrating Students may be recommended for a disciplinary hearing and could face expulsion from Northwood Academy Charter School pursuant to the Code of Conduct.

Harassment (Other than Sexual Harassment - See Title IX Board Policy)

It is Northwood's policy to maintain an educational environment in which harassment of any form is not tolerated. Northwood defines harassment as verbal, nonverbal, written, graphic or physical conduct relating to an individual's age, race, color, , national origin/ethnicity, religion, disability, English language proficiency, socioeconomic status

and/or political beliefs. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Confidential Reporting of Safety Concerns

SAFE 2 SAY SOMETHING Safe2Say Something is a youth violence prevention program run by the Pennsylvania Office of Attorney General. The program teaches youth and adults how to recognize warning signs and signals, especially within social media, from individuals who may be a threat to themselves or others and to “say something” BEFORE it is too late. With Safe2Say Something, it’s easy and confidential to report safety concerns to help prevent violence and tragedies. If it makes you uncomfortable, submit a tip. It will be up to your school to determine what the next steps are. Tips can be submitted online at www.safe2saypa.org or by phone at 1-844-SAF2SAY (723- 2729).

Suspension of Privileges At Northwood Academy

Privileges such as on-campus and off-campus incentive trips and events may be suspended as a result of a student presenting challenging behavior. If Students do not earn enough merits to attend the event, or earn enough demerits to bar them from attending the event, they will not be permitted to attend the incentive based event.

Suspensions At Northwood Academy

According to Pennsylvania law, suspension is defined as the denial to a student of the right to attend school and to take part in any school function for any period of up to ten (10) days. Suspensions must be preceded by notification to the Students and parent/guardian in writing.

In alignment with Northwood’s s Student Code of Conduct, suspensions at Northwood Academy comprise three categories: in school, short-term out of school, and long-term out of school. An in-school suspension is an exclusion from a classroom for disciplinary purposes that allow a student to remain under the direct supervision of school personnel.

Short term out of school suspension is an exclusion from school and/or any school activity or function for a period of three or fewer school days. Students who are suspended must meet with the Dean of Students, or designated administrator prior to the suspension. During the conference, the Students have the right to the procedures described under Suspension Procedures outlined in this code of Students conduct.

Long-term out of school Suspension is an exclusion from school and/or any school activity or function for a period of four to ten school days. Students who are given a long-term suspension are to participate in a Students conference and a parent/guardian conference.

Note: Kindergarten, first, and second grade Students may NOT be suspended unless their actions result in serious bodily injury. Serious bodily injury is defined as bodily injury that involves (1) a substantial risk of death; (2) extreme physical pain; (3) protracted and obvious disfigurement; or protracted loss or impairment of the function of a body part, organ, or mental faculty. In order to prove serious bodily injury, medical documentation

must be provided to the Principal .In lieu of suspension, the Students must be referred to the school social worker for a meeting to discuss appropriate behavioral or behavioral health interventions and support.

Suspension of Students receiving Special Education services (IEP)

When Students receiving services under an individualized education program violate the code of conduct they are eligible for suspension if it is determined by the IEP team that the violation is not a manifestation of their disability. Students with an Intellectual Disability cannot be suspended even for one day as this represents a change in placement.

Suspension Procedures

When Students are suspended from Northwood Academy, we adhere to the following procedures

1. The students will meet with the Dean of Students or administrator issuing the suspension and have the right to share testimony.
2. The student's parent or guardian will receive a Notice of Suspension outlining details of the infraction and conference date in their preferred language via email and certified mail. We will also attempt to inform the student's parents by phone and by sending the Notice of Suspension to the guardian's email on file. .
3. When a student is suspended, an informal hearing conference must be held no later than day three of the suspension. Informal conferences may take place virtually via Zoom.
4. At the informal conference, the parent/guardian or caregiver may request to review and have a copy of the student's records and any witness statements, with other students names and information redacted. Interpretation will be provided if requested. (Photographs and video recordings of incidents may be shown to parents/guardians but copies will not be provided.)
5. Northwood administrators will discuss the student's behavior and ways to modify the behavior.
6. Northwood administrators will inform the parent/guardian of any further disciplinary action and provide an overview of the parent/guardian's due process rights regarding the disciplinary action, including the right to view evidence.
7. Schoolwork for Students with more than a four (4) day suspension must be provided to the parent/guardian at the conference, which is due upon reinstatement.

Reinstatement Conference Procedures

We encourage families to partner with us by attending conferences at the designated time and place to discuss the incident and methods we can use to ensure that our Students demonstrate positive behavior in line with the Northwood Norms.

Formal Hearing for Expulsion Procedures

A Student may be recommended for an expulsion by Administration at a formal hearing if the Student has committed an infraction as set forth above in the Code of Conduct which provides expulsion as a possible consequence. When a student is recommended for expulsion from Northwood Academy, they are entitled to due process which includes a formal hearing before

Northwood Academy 's Board of Trustees, or a qualified hearing officer appointed by the Board. The student's rights are the foundation of formal hearing procedures. While the hearing should precede the placement, if the student's presence poses a continuing danger to persons or property, or an ongoing threat of disrupting the academic program, the Students may be immediately removed from the general education program with notice and a hearing to follow as soon as practicable.

1. Notification: The student's parent/guardian will receive notification of the charges via certified mail.
2. Notification of Hearing: With at least three days' notice, the student's parent/guardian will receive a Notice of Hearing outlining the date, time and place of the private formal due process hearing. The student's parent or guardian has the right to request a public formal hearing. The student's parent or guardian also has the right to request to reschedule the formal hearing. Requests must be made to the Board in writing via email.
3. The proceeding shall be held within 15 school days of the notification of charges, unless mutually agreed to by both parties. A hearing may be delayed for any of the following reasons, in which case the hearing shall be held as soon as reasonably possible:
 - a. Laboratory reports are needed from law enforcement agencies.
 - b. Evaluations or other court or administrative proceedings are pending due to a Students invoking their rights under the Individuals With Disabilities Education Act 2004 (20 U.S.C.A. § § 1400— 1482)
 - c. In cases in juvenile or criminal court involving sexual assault or serious bodily injury, delay is necessary due to the condition or best interests of the victim.

Student's Rights to Due Process during Formal Hearing for Expulsion

- The Student has the right, at the parent or guardian's expense, to be represented by legal counsel at the formal hearing.
- The Student has the right to be presented with the names of witnesses testifying against the Students as well as copies of their statements and affidavits.
- The Student has the right to request that the witness appear in person to answer questions and face cross-examination.