



Prohibition of Bullying, Harassment, Hazing, and Retaliation

Policy Series: 3000 Students

Policy No. 3025

[Utah Code § 53G-9-605](#) requires that this policy be developed with input from students, parents, teachers, school administrators, school staff, or law enforcement agencies. Therefore, seek input from one or more of these groups prior to adopting this policy. There is a corresponding policy applicable to employee conduct, [Policy 5155](#), and the policies should be considered together as part of the District's bullying and hazing policy.

Purpose and Philosophy

The Board of Education is committed to provide all students and District employees with a safe and secure learning and working environment. Bullying, cyber-bullying, harassment, hazing, and retaliation reduce a student's ability to achieve academically and reduce an employee's ability to perform their job responsibilities. In addition, bullying, cyber-bullying, harassment, hazing, and retaliation can directly affect a student's or an employee's health and well-being, and may contribute to excessive absences, physical illness, mental and emotional anguish, and long-term social and psychological consequences. The Board directs the superintendent to develop procedures to address stop and prevent bullying, cyber-bullying, harassment, hazing, and retaliation.

Definitions

1. "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress.
2. "Action plan" means a process to address an "incident."
3. "Bullying" means staff bullying or student bullying. ~~means intentionally or knowingly committing an act that endangers the physical health, safety, or emotional welfare of a~~

41 ~~student or employee for the purpose of creating fear of harm to the student or employee,~~
42 ~~or harm to the property of the student or employee. Typically, bullying is behavior that is~~
43 ~~intended to cause personal harm or distress, exists in a situation or relationship in which~~
44 ~~there is an imbalance of power or strength, and may be repeated over time. The conduct~~
45 ~~described in this policy constitutes bullying, regardless of whether the person against~~
46 ~~whom the conduct is committed, directed, consented to, or acquiesced in the conduct.~~

- 47
- 48 4. "Communication" means the conveyance of a message, whether verbal, written, or
49 electronic.
- 50
- 51 5. "Cyber-bullying" means:
- 52 a. Using the Internet, a cell phone, or another device to send or post text, video, or
- 53 an image with the intent or knowledge, or with reckless disregard, that the text,
- 54 video, or image will hurt, embarrass, intimidate, harass, express aggression
- 55 towards, or threaten an individual, regardless of whether the individual directed,
- 56 consented to, or acquiesced in the conduct, or voluntarily accessed the electronic
- 57 communication.
- 58 b. In addition, any communication of this form that is generated off-campus but
- 59 causes or threatens to cause a material and substantial disruption at school or
- 60 interference with the rights of students to be secure may also be considered
- 61 cyber-bullying.
- 62 ~~c. Examples include, but are not limited to sending mean, vulgar, or threatening~~
- 63 ~~messages or images; posting sensitive or private information about the target;~~
- 64 ~~pretending to be someone else to hurt a person; rude comments; lies; stalking;~~
- 65 ~~threats; extortion; harassment; and transmission of inappropriate, unflattering, or~~
- 66 ~~embarrassing pictures, photographs, and/or videos.~~
- 67
- 68 6. "Hazing" means a student intentionally, knowingly, or recklessly committing an act or
- 69 causing another individual to commit an act toward a school employee or student that:
- 70 a. meets one of the following:
- 71 i. endangers the mental or physical health or safety of a school employee
- 72 or student; or
- 73 ii. involves any brutality of a physical nature, including pushing, grabbing,
- 74 pinching, whipping, beating, branding, calisthenics, bruising, electric
- 75 shocking, shoving, poking, tripping, kicking, hitting, or placing of a harmful
- 76 substance on the body, or exposure to the elements, or destroying
- 77 property;
- 78 iii. involves consumption of any food, alcoholic product, drug, or other
- 79 substance or other physical activity that endangers the mental or physical
- 80 health and safety of a school employee or student; or
- 81 iv. involves any forced or coerced act or activity of a sexual nature or with
- 82 sexual connotations such as demanding a person to remove articles of
- 83 clothing or expose or touch private areas of the body; or (also a Title IX
- 84 violation)

- 85 v. involves the physical obstruction of a student's or employee's freedom to
86 move;
- 87 vi. involves any activity that would subject a school employee or student to
88 extreme mental stress, such as sleep deprivation, extended isolation from
89 social contact, or conduct that subjects a school employee or student to
90 extreme embarrassment, shame, or humiliation; and either
- 91 b. is committed for the purpose of initiation into, admission into, affiliation with,
92 holding office in, or as a condition for membership in a school or school
93 sponsored team, organization, program, club or event; or
- 94 c. is directed toward a school employee or student whom the student knows, at the
95 time the act is committed, is a member of, or candidate for membership in, a
96 school or school sponsored team, organization, program, club, or event in which
97 the student also participates.
- 98 d. The conduct described above constitutes hazing, regardless of whether the
99 school employee or student against whom the conduct is committed directed,
100 consented to, or acquiesced in, the conduct.
- 101
- 102 7. "Incident" means an incident of bullying, cyber-bullying, hazing, or retaliation which has
103 been substantiated through a formal investigative process as described in this policy. An
104 incident occurs at the same time and in the same place and may involve one or more
105 students to whom the incident is directed, one or more students as causes of the
106 incident, or a student as both a subject and a cause of the incident.
- 107
- 108 8. "Retaliate" means an act or communication intended:
- 109 a. as retribution against a person for reporting bullying, cyberbullying, abusive
110 conduct, or hazing; or
- 111 b. to improperly influence the investigation of, or the response to, a report of
112 bullying, cyberbullying, abusive conduct, or hazing.
- 113
- 114 9. "School employee" means school administrators, teachers, and staff members, as well
115 as others employed or authorized as volunteers, directly or indirectly, by the school,
116 school board, or school district or who works on a school campus.
- 117
- 118 10. "Staff bullying" means a school employee, with the intent to cause harm, repeatedly
119 committing a written, verbal, or physical act against a student or another school
120 employee, or engaging in a single egregious act toward another employee involving an
121 imbalance of power, that:
- 122 a. Creates an environment that a reasonable person would find hostile, threatening,
123 or humiliating and
- 124 b. Substantially interferes with a student or employee's educational or professional
125 performance, opportunities, or benefits.
- 126 c. It does not mean instances of (1) ordinary teasing, horseplay, argument, or peer
127 conflict, (2) reasonable correction of behavior by a school employee, or (3)

reasonable coaching strategies and techniques by a school employee who is a coach.

11. "Student bullying" means one or more students, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against another student, or engaging in a single egregious act toward another student involving an imbalance of power, that:
- a. Creates an environment that a reasonable person would find hostile and
 - b. Interferes with a student's educational performance, opportunities, or benefits.
 - c. It does not mean instances of (1) ordinary teasing, horseplay, argument, or peer conflict, (2) reasonable correction of behavior by a school employee, or (3) reasonable coaching strategies and techniques by a school employee who is a coach.

12. Psychological Bullying includes, but is not limited to socially isolating an individual, making demeaning or sarcastic comments or gestures, and/or engaging in threatening comments or behavior.

- ~~13. Verbal/Written Bullying includes, but is not limited to name-calling, mean teasing, spreading false rumors, intimidation, sexual comments, harassing, and/or threatening comments or behavior that is communicated verbally or in writing.~~

14. Harassment means repeatedly communicating to another individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for that individual.

15. "Volunteer" means a non-employee with significant, sometimes unsupervised access to students in connection with a school assignment.

- ~~16. Physical Bullying involves brutality of a physical nature that endangers the physical health and safety of a student or employee and includes, but is not limited to pushing, grabbing, pinching, whipping, beating, branding, bruising, electric shocking, shoving, poking, tripping, kicking, hitting, placing a harmful substance on the body, exposure to the elements, or destroying property. Bullying may involve:~~
- ~~a. consumption of any food, liquor, drug, or other substance;~~
 - ~~b. other physical activity that endangers the physical health and safety of a student or employee;~~
 - ~~c. any forced or coerced act or activity of a sexual nature or with sexual connotations such as demanding a person to remove articles of clothing or expose or touch private areas of the body; and/or~~
 - ~~d. the physical obstruction of a student's or employee's freedom to move.~~

Bullying and Abusive Conduct Prohibited

No student may engage in bullying of a student or school employee on school property, at a school-related or sponsored event, on a school bus, at a school bus stop, or while the student is traveling to or from a school location or school related or sponsored event. No student may engage in abusive conduct. Students who engage in bullying or abusive conduct are in violation of this policy and an incident of bullying shall result in disciplinary action up to and including expulsion, consistent with the District's Safe Schools ~~p~~[Policy 3310 \(FHA\)](#).

Anonymous reports of bullying or abusive conduct alone cannot constitute the basis for formal disciplinary action.

The school or District may also report an incident of bullying to law enforcement ~~if that is permitted~~ if allowed by [Utah Code § 53G-8-211](#).

Hazing and Cyber-bullying Prohibited

No student may engage in hazing or cyber-bullying of a student or employee at any time or at any location.

Students who engage in hazing or cyber-bullying are in violation of this policy and an incident of hazing or cyber-bullying shall result in disciplinary action up to and including expulsion, as well as suspension or removal from a school-sponsored team or activity, including school sponsored transportation, consistent with the District's Safe Schools [Policy 3310 \(FHA\)](#).

The school may also determine to break up or dissolve a team, organization, or other school-sponsored group for hazing violations by its members.

Anonymous reports of hazing or cyber-bullying alone cannot constitute the basis for formal disciplinary action.

The school or District may also report an incident of hazing or cyber-bullying to law enforcement ~~if that is permitted~~ allowed by [Utah Code § 53G-8-211](#).

Retaliation Prohibited

No student may engage in retaliation against a school employee, a student, or an investigator for, or witness of, an alleged occurrence of bullying, cyber-bullying, hazing, retaliation, or abusive conduct.

Students who engage in such retaliation are in violation of this policy and for an incident of retaliation are subject to disciplinary action up to and including expulsion, consistent with

the District's Safe Schools [Policy 3310](#) (FHA).

Anonymous reports of retaliation alone cannot constitute the basis for formal disciplinary action.

The school shall inform students who have reported being subjected to bullying, cyber-bullying, or hazing and these students' parents that retaliation is prohibited and shall encourage the students and parents to be aware of and to report any subsequent problems or new occurrences.

Making a False Report Prohibited

No student may make a false allegation of bullying, abusive conduct, cyber-bullying, hazing, or retaliation against a school employee or student.

Students who engage in making such false allegations are in violation of this policy and for verified instances of false allegations are subject to disciplinary action up to and including expulsion, consistent with the District's Safe Schools [Policy 3310](#) (FHA).

Improper Sharing of Recording of Incident Prohibited

No student may share a recording of an incident or of abusive conduct in a way which would impact or encourage future incidents or abusive conduct or intending to impact or encourage future incidents or abusive conduct. Students who violate this prohibition are in violation of this policy and for verified infractions are subject to disciplinary action up to and including expulsion, consistent with the District's Safe Schools [Policy 3310](#) (FHA).

This restriction does not prevent a student from sharing a recording of an incident or of abusive conduct with a teacher or administrator as part of reporting the incident or abusive conduct or in response to a request from a teacher or administrator for the recording.

Reporting

A student target of bullying, cyber-bullying, harassment, hazing, or retaliation should inform his/her **their** teacher or any of his/her **their** school's administrators. An employee target of bullying, cyberbullying, harassment, hazing, or retaliation should inform his/her **their** supervisor. A parent, guardian, teacher, or any other individual who is aware of bullying, cyber-bullying, harassment, hazing, or retaliation at school should inform school administration. A school teacher or administrator to whom a complaint is made or who otherwise becomes aware of an incident of bullying, cyberbullying, harassment, hazing, or retaliation shall, as soon as is reasonably possible, **but no later than within 24 hours**, report it to the principal or his/her **their** designee.

Prohibition of Bullying, Cyber-Bullying, Harassment, Hazing, and Retaliation

Provo City School District prohibits bullying, harassment, hazing, and retaliation of students or employees by other students or employees at school/work, while on school or district property, at school/work related activities and events, on a school bus, at a school bus stop, or while the student or employee is traveling to or from any of the above. The District encourages all targets of bullying and all persons witnessing such an event to report the incident(s) immediately.

Provo City School District prohibits the hazing or cyber bullying of students or employees by other students or employees at any time or in any location. The District encourages all targets of hazing or cyber bullying, and all persons with knowledge of hazing or cyber bullying to report the incident(s) immediately.

No student or employee may engage in retaliation against a student, employee, investigator, or witness of an alleged incident of bullying, cyber bullying, harassment, hazing, or retaliation. The District encourages all targets of retaliation, and all persons with knowledge of retaliation to report the incident(s) immediately.

No student or employee may make a false allegation of bullying, cyber bullying, harassment, hazing, or retaliation against a student or employee.

Legal References

[Utah Code § 53G-9-601\(1\) \(2025\)](#)

[Utah Code § 53G-9-601\(2\) \(2025\)](#)

[Utah Code § 53G-9-601\(3\) \(2025\)](#)

[Utah Code § 53G-9-601\(4\) \(2025\)](#)

[Utah Code § 53G-9-601\(5\) \(2025\)](#)

[Utah Code § 53G-9-601\(6\) \(2025\)](#)

[Utah Code § 53G-9-601\(7\) \(2025\)](#)

[Utah Admin. Rules R277-613-2\(8\), \(16\) \(October 8, 2024\)](#)

[Utah Code § 53G-9-601\(11\) \(2025\)](#)

[Utah Code § 53G-9-601\(13\) \(2025\)](#)

[Utah Code § 53G-9-601\(14\) \(2025\)](#)

[Utah Code § 53G-9-601\(15\) \(2025\)](#)

[Utah Admin. Rules R277-613-2\(17\) \(October 8, 2024\)](#)

[Utah Code § 53G-9-602\(1\) \(2024\)](#)

[Utah Code § 53G-9-605\(3\)\(b\) \(2024\)](#)

[Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)

[Utah Code § 53G-9-602\(2\) \(2024\)](#)

[Utah Code § 53G-9-605\(3\)\(b\) \(2024\)](#)

298 [Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)
299 [Utah Code § 53G-9-603\(1\) \(2024\)](#)
300 [Utah Code § 53G-9-605\(3\)\(c\) \(2024\)](#)
301 [Utah Admin. Rules R277-613-4\(1\)\(a\), \(5\) \(October 8, 2024\)](#)
302 [Utah Code § 53G-9-603\(2\) \(2024\)](#)
303 [Utah Code § 53G-9-605\(3\)\(d\) \(2019\)](#)
304 [Utah Admin. Rules R277-613-4\(1\)\(a\) \(October 8, 2024\)](#)
305 [Utah Code § 53G-9-605\(3\)\(e\) \(2024\)](#)
306 [Utah Admin. Rules R277-613-4\(1\)\(f\) \(October 8, 2024\)](#)
307 [Utah Admin. Rules R277-613-5\(2\), \(3\), \(4\) \(October 8, 2024\)](#)
308 [Utah Admin. Rules R277-613-5\(6\) \(October 8, 2024\)](#)
309 [Utah Code § 53G-9-605.5 \(2024\)](#)
310 [Utah Code § 53G-9-605\(3\)\(f\), \(h\), \(i\) \(2024\)](#)
311 [Utah Admin. Rules R277-613-6\(1\), \(2\), \(4\) \(October 8, 2024\)](#)
312 [Utah Code § 53G-9-605.5\(4\) \(2024\)](#)
313 [Utah Admin. Rules R277-613-6\(3\) \(October 8, 2024\)](#)
314 [Utah Admin. Rules R277-613-5\(8\)\(b\) \(October 8, 2024\)](#)
315 [Utah Admin. Rules R277-613-2\(15\)](#)
316 [Utah Admin. Rules R277-613-2\(12\) \(October 8, 2024\)](#)
317 [Utah Admin. Rules R277-613-5\(7\), \(8\), \(9\) \(October 8, 2024\)](#)
318 [Utah Admin. Rules R277-613-4\(5\) \(October 8, 2024\)](#)
319 [Utah Admin. Rules R277-613-5\(11\) \(October 8, 2024\)](#)
320 [Utah Code § 53G-9-607\(1\), \(2\) \(2024\)](#)
321 [Utah Admin. Rules R277-613-4\(6\) \(October 8, 2024\)](#)
322 [Utah Admin. Rules R277-613-5\(1\)\(c\) \(October 8, 2024\)](#)
323 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)
324 [Utah Admin. Rules R277-613-4\(7\) \(October 8, 2024\)](#)
325 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)
326 [Utah Admin. Rules R277-613-7 \(October 8, 2024\)](#)
327 [Utah Admin. Rules R277-605-6\(4\) \(July 22, 2022\)](#)
328 [Utah Code § 53G-9-605\(3\)\(j\)\(ii\), \(4\) \(2024\)](#)
329 [Utah Code § 53G-9-607\(2\)\(c\) \(2024\)](#)
330 [Utah Admin. Rules R277-613-5\(1\)\(b\) \(August 8, 2023\)](#)
331 [Utah Admin. Rules R277-613-5\(1\)\(c\) \(October 8, 2024\)](#)
332 [Utah Code § 53E-9-203](#)
333 [Utah Admin. Rules R277-613-4\(4\) \(October 8, 2024\)](#)
334 [Utah Code § 53E-9-203 \(2024\)](#)

335 [Utah Code § 53G-9-605\(3\)\(j\), \(4\) \(2024\)](#)
336 [Utah Admin. Rules R277-613-4\(1\)\(d\), \(2\) \(October 8, 2024\)](#)
337 [Utah Code § 53G-9-604 \(2024\)](#)
338 [Utah Admin. Rules R277-613-4\(3\) \(October 8, 2024\)](#)
339 [Title 53E, Chapter 9, Part 3](#)
340 [Title 53E, Chapter 9, Part 2, Student Privacy](#)
341 [Utah Code § 53G-9-604\(2\)\(a\)\(iii\), \(4\) \(2024\)](#)
342 [Utah Admin. Rules R277-613-5\(12\) \(October 8, 2024\)](#)

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345 **Board Approved:** December 10, 2013
346 Revised:

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