

BULLYING, CYBER-BULLYING, HAZING, AND RETALIATION

Bullying, cyber-bullying, hazing, and retaliation of students and employees are against federal law, state law, and District policy, and are not tolerated by the District or its schools. School officials have the authority to discipline students and employees for off-campus speech that causes or threatens a substantial disruption on campus, at school activities, or causes or threatens a significant interference with a student's educational performance or involvement in school activities.

Davis Cheer recognizes and upholds Davis District policy ([5S-100](#)) and Utah state law ([53A-11a-101](#)) governing bullying and hazing. These sources provide specific definitions for terms and governance. Relevant terms have been reproduced here verbatim.

2.6.1. "Bullying" means a school employee or student intentionally committing a written, verbal, or physical act against a school employee or student that a reasonable person under the circumstances should know or reasonably foresee will have the effect of: (i) causing physical or emotional harm to the school employee or student; (ii) causing damage to the school employee's or student's property; (iii) placing the school employee or student in reasonable fear of: (1) harm to the school employee's or student's physical or emotional well-being; or (2) damage to the school employee's or student's property; (iv) creating a hostile, threatening, humiliating, or abusive educational environment due to: (1) the pervasiveness, persistence, or severity of the actions; or (2) a power differential between the bully and the target; or (v) substantially interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities, or benefits.

"Cyberbullying" means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual regardless of whether the individual directed, consented, to, or acquiesced in the conduct.

"Hazing" means a school employee or student intentionally, knowingly, or recklessly committing an act or causing another individual to commit an act toward a school employee or student that: (i) endangers the physical health or safety of a school employee or student; (ii) involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements; (iii) involves consumption of any food, alcoholic product, drug, or other substance, or (iv) involves any activity that would subject a school employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects a school employee or student to extreme embarrassment, shame, or humiliation; and (v) is committed for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event; or (vi) is directed toward a school employee or student whom the individual who commits the act knows, at the time the act is committed, is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to which the person committing the act belongs to or participate in.

"Retaliate" or "retaliation" means an act or communication intended: (i) as retribution against a person for reporting bullying or hazing; or (ii) to improperly influence the investigation of, or the response to a report of bullying or hazing. [e] The conduct defined herein constitutes bullying, cyber-bullying or hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

2.6.2. Investigation and Discipline Each reported violation of the prohibitions noted previously shall be promptly investigated and discipline determined in accordance with this policy.

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STATEMENT OF COMMITMENT

I, _____ (student name), have been informed by my Coach of the District policy prohibiting bullying, cyber-bullying, hazing and retaliation. As a condition of my participation on _____ (team name)

I agree to abide by this policy and refrain from hazing or related initiation activity of any kind. I understand that my involvement in any hazing or initiation will result in disciplinary action, which may include suspension, expulsion, exclusion, transfer to a different school, and/or loss of participation in all extracurricular activities.

Student Signature: _____ Date: _____

Parent/Legal Guardian Signature: _____ Date: _____