

# **Trinity Lutheran School, Cedar Rapids, IA**

## **Anti bullying and Harassment Policy**

Let the words of my mouth and the meditation of my heart Be acceptable in Your sight, O Lord, my strength and my redeemer. (Ps 19.14)

Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger; for the anger of man does not produce the righteousness of God.

—[James 1:19-20](#)

Trinity Lutheran School (TLS) is committed to providing a Christian learning environment to include safe and civil atmosphere for all students and employees, which will allow all members of the TLS Community to be treated with dignity and respect. We as the Board of Christian Education at Trinity Lutheran School will take the necessary disciplinary action based on any perceived or actual harassing/bullying behaviors that are exhibited by our students, staff or volunteers.

The TLS School Board prohibits harassment, bullying, hazing and any other targeting of students, based on any of the following actual or perceived traits may include but are not limited to; age, color, creed, national origin, religion, race, gender, family marital status, sexual orientation, gender identity, physical attributes, disability, ancestry, political affiliations or biases, socio-economic status, or parental relationships.

The policy is in effect while students or employees are on the property within the jurisdiction of the board, this does include buses, gymnasiums, locker rooms, play grounds, any school activity or school sponsored event and while away from school grounds if misconduct directly affects the school district. This can include cyber bullying; use of any electronic device (computer, text messaging, paging and prank phone calls)

Harassment and Bullying means any electronic, verbal or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one of the following conditions.

- Places a student in reasonable fear and harm to the student's person or property
- Has a substantially detrimental effect on the student's physical or mental health
- Has the effect or substantially interfering with the student's academic performance
- Has the other effect of substantially interfering with the student's ability to participate in or benefit from services, activities, or privileges

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Repeated remarks of a demeaning nature that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Implied or explicit threats concerning one's grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Demeaning jokes, stories, or activities directed at the student that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; and/or
- Unreasonable interference with a student's performance or creation of an intimidating, offensive, or hostile learning environment.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;

- Submission to or rejection of the conduct by a school employee is used as the basis for academic decisions affecting that student; or
- The conduct has the purpose or effect of substantially interfering with the student's academic performance by creating an intimidating, hostile, or offensive education environment.

In situations between students and school officials, faculty, staff, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school programs or activities; and/or
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding relating to the report. Individuals who knowingly file a false complaint may be subject to appropriate disciplinary action.

Retaliation against a person because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding, is prohibited. An individual who knowingly files a false harassment complaint and a person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall a person who is found to have retaliated against another in violation of this policy. A student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. A school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. A school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice.  
32 Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.

—[Ephesians 4:26-27, 31-32](#)

Please note: Trinity Lutheran School is a Christian-based private accredited school. This policy is not intended to change the fundamental Christian beliefs of our teachers, parents, or students. Teaching methods and curriculum will not be affected by this policy.