



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5401 BULLYING, CYBER-BULLYING, HAZING, AND ABUSIVE CONDUCT POLICY

Purpose

Entheos Academy is committed to providing a safe, respectful, and supportive learning environment. Bullying, cyber-bullying, hazing, abusive conduct, retaliation, and false reports are strictly prohibited.

This policy fulfills **Utah Code §53G-9-601 to 607** and **R277-613**, and is reviewed annually with input from parents, students, staff, and community stakeholders.

Equal Protection

Protections apply to all students and employees regardless of legal status, race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or other personal characteristics.

Definitions

1. **Bullying:** Repeated aggressive behavior intended to harm, intimidate, or distress.
2. **Cyber-bullying:** Bullying through digital means (texts, apps, social media, etc.).
3. **Hazing:** Acts that endanger a student for initiation, affiliation, or membership.
4. **Abusive Conduct:** Intimidation, humiliation, or distress directed at a student or employee.
5. **Retaliation:** Any reprisal against a person who reports or participates in an investigation.
6. **False Report:** Knowingly making an untrue claim of prohibited conduct.

Policy

Prohibited Conduct

- I. No student, employee, or volunteer may engage in
 - A. Bullying, cyber-bullying, hazing, abusive conduct, or retaliation

ENTHEOS BOARD POLICY – AUGUST 24, 2017

UPDATED DECEMBER 10, 2019, OCTOBER 25, 2023, JUNE 26, 2025, OCTOBER 23, 2025

5401 Bullying and Hazing

- B. Sharing or distributing recordings of incidents for harmful purposes
- C. Making false reports

Reporting

- I. Anyone (student, parent, staff, volunteer) may report concerns in person, in writing, or anonymously.
- II. Reports will be documented promptly.
- III. Anonymous reports will be investigated but cannot be the sole basis for discipline.
- IV. Employees: Any employee who experiences abusive conduct may file a grievance under this policy.

Investigation

- I. Begins within 10 school days of a report.
- II. Investigators must be trained in lawful, confidential investigations.
- III. All interviews and evidence (notes, texts, devices, video, etc.) will be handled confidentially to the extent allowed by law.
- IV. Parents of involved students are notified at the start and conclusion of an investigation, including appeal options.
- V. If evidence suggests a civil rights violation, it will be referred appropriately.
- VI. Law enforcement will be notified when criminal behavior is suspected.

Response to Recordings (§53G-9-605(3)(e))

- I. If a student shares recordings of bullying, hazing, or abusive conduct:
 - A. The school will secure and preserve the digital content as possible (including confiscation of devices as needed).
 - B. Students will be interviewed to determine intent and impact.
 - C. Victims who share recordings to seek help will not be disciplined.
 - D. Bystanders or perpetrators who share to harm others may face consequences.
 - E. Actions will be documented in writing.

Action Plans (§53G-9-605(3)(h)-(i))

- I. When an incident is verified, administrators will create a written Action Plan:
 - A. Victim Support: Safety measures, accommodations, decreased exposure to aggressor, access to resources, preservation of educational placement.
 - B. Perpetrator Accountability: Root cause assessment, tailored consequences, supportive measures, possible emergency removal (only when safety requires; “emergency” = imminent threat of harm), and right to appeal consequences.
 - C. Parent Communication:
 - 1. Initial notification promptly after verification.
 - 2. Ongoing updates at least every two weeks.

5401 Bullying and Hazing

3. Final closure report when resolved.
4. Records of all communications maintained.
- D. Optional Restorative Practices: May be offered with parental consent.
- E. Plans are monitored and reviewed for effectiveness until closure.

Suicide-Related Provisions (§53G-9-604)

- I. If a student threatens suicide, parents are notified immediately.
- II. Parents are provided with suicide prevention materials and guidance on reducing access to lethal means.
- III. At parent request, the school will share resources and recommendations.
- IV. At student request, records of bullying will be provided and expunged upon graduation.

Retaliation Prohibited

- I. Retaliation against anyone who reports or participates in an investigation is strictly prohibited. The school will assist students and parents in reporting subsequent retaliation.

Training & Prevention

- I. Training provided to students, staff, volunteers, and coaches on:
 - A. Bullying, hazing, cyber-bullying, abusive conduct, retaliation, and false reporting.
 - B. Differences between bullying and discrimination/civil rights violations.
 - C. Impact on protected classes and free speech boundaries.
 - D. Suicide prevention, respectful school culture, and safe technology use.
 - E. Prohibitions and consequences for student athletes.
- II. Frequency: Before participation in activities, to all new hires/volunteers within one year, and at least once every three years for all staff.
- III. Oversight: The LEA designates the School Directors to supervise training, oversee action plans, monitor parent communications, act as liaison with USBE, and assess unsafe school locations for added supervision.

Record & Documentation

- I. Parent notification, action plan implementation, and training records are maintained.
- II. Signed statements of policy receipt are required annually from students, parents, and employees.
- III. Policy is posted on the LEA website and included in student and employee handbooks.

Annual Reporting

- I. Each year, the LEA will provide to the USBE:
 - A. Copy of board-approved policy
 - B. Proof of signed acknowledgments
 - C. Proof of staff training

5401 Bullying and Hazing

D. Demographic data on bullying incidents

Policy Review

- I. This policy is reviewed annually with input from students, parents, staff, and community stakeholders and updated as needed.