

Mountain View Montessori

Policy on Bullying, Cyber-bullying, Hazing, Retaliation, and Abusive Conduct

1. Purpose and Scope

In accordance with Utah Administrative Rule R277-613 and Utah Code 53G-9-605, Mountain View Montessori (MVM) is committed to providing a safe and civil learning environment for all students, employees, and participants in school programs. This policy is intended to prevent, identify, and respond to bullying, cyber-bullying, hazing, retaliation, and abusive conduct involving students or employees. It applies to all MVM programs, including curricular, co-curricular, and extracurricular activities, regardless of location or medium (in-person or online).

2. Definitions

- Bullying: Intentional aggressive behavior that is repeated or has the potential to be repeated, causing physical harm, fear, or emotional distress.
- Cyber-bullying: Bullying using digital technologies, including texts, social media, or email, whether on-campus or off-campus.
- Hazing: Acts committed as a condition for joining or maintaining membership in a group that causes emotional or physical harm.
- Retaliation: An adverse action against a person for reporting, participating in, or opposing prohibited conduct.
- Abusive Conduct: Malicious, intentional behavior by an employee or adult that a reasonable person would find hostile or offensive, not including legitimate disciplinary actions.

3. Prohibited Conduct

Mountain View Montessori prohibits:

- Bullying, cyber-bullying, hazing, and abusive conduct by students or employees
- Retaliation against students or employees who report or participate in investigations
- False reports of bullying or other misconduct
- Any such conduct that interferes with a student's education or participation in school-sponsored activities

4. Prevention and Training

- Annual Training: All MVM staff receive annual training on preventing and responding to bullying, cyber-bullying, hazing, retaliation, and abusive conduct.
- Student Education: Students receive age-appropriate education annually on identifying, preventing, and reporting prohibited behavior.

- Parent Awareness: MVM provides families with information on recognizing signs and understanding procedures for reporting.

5. Reporting and Investigation

- Student Reporting: Students may report concerns to any staff member or through a confidential form.
- Employee Reporting: Staff must report any observed or reported incidents to the school administrator.
- Investigation Timeline:
 - Investigations begin within 1 school day of the report.
 - Completed within 10 school days unless additional time is justified and documented.
- Confidentiality: Reports and investigations are handled with sensitivity and privacy to the extent possible.

6. Grievance and Appeals

- Any student or employee dissatisfied with the investigation outcome may file an appeal with the Director.
- Employees experiencing abusive conduct may file a grievance following the school's employee grievance procedure.

7. Action Plans and Interventions

- Verified Incidents: For each verified incident, MVM creates an individualized action plan that may include:
 - Support for the victim (e.g., counseling, safety measures)
 - Discipline or behavior interventions for the perpetrator
 - School-wide or classroom supports
- Plans are monitored and reviewed within 30 days.

8. Data Collection and Review

- MVM tracks all reported incidents and outcomes.
- Data is reviewed annually to identify patterns and update training or interventions.
- Policy is reviewed annually with input from students, parents, teachers, and staff.

9. Assurances

Mountain View Montessori assures the following in accordance with R277-613:

- Regular implementation and review of this policy
- Compliance with FERPA and student privacy protections
- Protection for all students regardless of legal status
- Compliance with state-level reporting requirements
- Documentation of all training and investigation activities