

## What are Harassment, Intimidation & Bullying?

The Safe Schools/Bullying Act says they're any act, including speech, that *"seriously alarms, annoys, harasses or is detrimental to the student, and which serves no legitimate purpose [and] would cause a reasonable person to suffer substantial emotional distress"* or that has *"the effect of creating an intimidating, hostile or offensive environment for the student."*

The law requires districts to adopt or amend (by 8/1/03) policies that ban bullying, harassment and intimidation based on:

- ◇ race, color,
- ◇ religion,
- ◇ ancestry, national origin,
- ◇ gender,
- ◇ sexual orientation
- ◇ mental or physical disability
- ◇ other distinguishing characteristics

The law says these prohibited acts include "slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions." (and more)