

### **Prohibition of Harassment, Intimidation and Bullying Acknowledgement Form**

PHCB is committed to a safe environment for all students, employees, parents/legal guardians, and volunteers that is free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentionally written message or image – including those that are electronically transmitted – verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability or other distinguishing characteristics, when an act:

- 1 Physically harms a student or damages the student's property;
- 2 Has the effect of substantially interfering with a student's education;
- 3 Is so severe, persistent or pervasive that it creates an intimidating or threatening environment; or
- 4 Has the effect of substantially disrupting the orderly operation of the studio.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

Behaviors/expressions, harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images.

Harassment, intimidation and bullying is prohibited and will result in appropriate discipline, including expulsion.

It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying. Retaliation/false allegations or retaliation is prohibited and will result in appropriate discipline, including expulsion.

It is also a violation of studio policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

The studio owner is authorized to direct the implementation of procedures addressing the elements of this policy.

\_\_\_\_\_  
Parent Signature

\_\_\_\_\_  
Student Name (Printed)

\_\_\_\_\_  
Date Acknowledged

\_\_\_\_\_  
Student Signature