

Anti-Harassment Policy

EDUPRIZE is committed to providing a safe and supportive school environment for students, staff and campus visitors. Members of the school community are expected to treat each other with respect. All employees are expected to teach and to demonstrate by example that all members of the community are entitled to respect.

Harassment of a student by another student or by a teacher or other staff member is a violation of school policy. This includes (but is not limited to) harassment based on race, national origin, marital status, sex, sexual orientation, gender identity, religion, or disability. Punishable harassment is conduct, including verbal conduct, (1) that creates (or could create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (2) that is threatening or seriously intimidating.

Sexual harassment violates school policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including verbal conduct, (1) that is tied to a student's educational benefits, opportunities, or performance, or to a student's physical or psychological well-being; (2) that creates (or could create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (3) that is threatening or seriously intimidating.

To prevent harassment in the first instance, staff members should teach why harassment is wrong and teach that tolerance and respect are essential. In response to an act of harassment, staff members should intervene immediately to stop the harassment and, if appropriate, should punish the harassment promptly, consistently, and proportionately to the seriousness of the act. But the response should not end there; rather, staff members should deter future harassment with continuing lessons of tolerance and respect.

Students and staff members should report harassment to a designated school official. The administration should prohibit retaliation against anyone who reports harassment; and, to the greatest extent possible, should protect the confidentiality of anyone who is involved in a report of harassment.

EDUPRIZE Anti-Discrimination Policy

EDUPRIZE is committed to equal opportunity for all students and all staff.

It is EDUPRIZE's policy that no one shall be treated differently, separately, or have any action directly affecting him or her taken on the basis of race, religion, national origin, marital status, sex, sexual orientation, gender identity, or disability where a person is otherwise qualified or could be with reasonable accommodation.

The immediate remedy for any act of discrimination shall be to end it, treat the individual equally, and, as much as practically possible, to eradicate any effects of discrimination. Discipline should be imposed where appropriate.

EDUPRIZE SCHOOLS Bullying Prevention Policy

EDUPRIZE prohibits any bullying of students on school grounds, school sponsored events, or when a student is traveling to or from school. EDUPRIZE will provide notice to students and employees of this policy. EDUPRIZE will investigate all reports of bullying and take disciplinary or other appropriate action against any student or employee or third party who is found guilty of violating this policy.

DEFINITIONS:

- Third Party – independent contractor, volunteer, student teacher or visitor who is on school property or a school sponsored event.
- “Bullying” means any aggressive, intentional behavior carried out by a person or group repeatedly and over time against a victim who cannot easily defend himself or herself.
- Verbal bullying includes teasing, name-calling, taunting, and threatening
- Physical bullying includes hitting or kicking, tripping or pushing, spitting, and taking the victim’s property.
- Relational bullying includes attempts to damage the victim’s relationships or reputation by excluding, spreading rumors, or defamation.
- Cyber bullying means any act of bullying committed by use of electronic technology or electronic communication devices, including social networking and other Internet communications that occur on school property or at a school-sponsored event; substantially interferes with a student’s education; threatens the overall educational environment; or substantially disrupts the operation of a school or its programs.
- “Bullying” requires an observed or perceived imbalance of power — such as physical strength, access to embarrassing information, or popularity — between the bully and victim.

“Bullying” may be verbal, physical, or relational.

It is not “bullying” when:

- Two students of similar age, strength, and size fight or quarrel with each other.
- A student provokes another into a verbal or physical confrontation.
- A student acts aggressively toward another student in the absence of an imbalance of power.
- A teacher or administrator responds to a student’s misconduct with appropriate disciplinary action.
- A teacher or administrator responds to a student’s poor performance with appropriate criticism.

Student misconduct that does not rise to the level of “bullying” or “harassment” may nevertheless violate EDUPRIZE’s handbook guidelines for student behavior. Likewise, employee misconduct that does not rise to the level of “bullying” or “harassment” may

nevertheless violate policies regarding employee professional conduct. In such cases, disciplinary action is appropriate.

This policy will be interpreted and applied so as to comply with State and federal legal requirements, including without limitation, the A.R.S. § 15-341, the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act.

The staff and student handbook give guidelines for tiered discipline for misconduct.

EDUPRIZE SCHOOLS Hazing Prevention Policy

There shall be no hazing, solicitation to engage in hazing, or aiding and abetting another who is engaged in hazing by any student, employee or other person affiliated with EDUPRIZE SCHOOLS.

DEFINITIONS:

- “Hazing” means any intentional, knowing or reckless act committed by a student or other person in any EDUPRIZE SCHOOLS or affiliated educational setting, whether individually or in concert with other persons, against another student, and in which both of the following apply:
 - a) The act was committed in connection with an initiation into, an affiliation with or the maintenance of membership in any organization* that is affiliated with EDUPRIZE SCHOOLS; and,
 - b) The act contributes to a substantial risk of potential physical injury, mental harm or degradation or causes physical injury, mental harm or personal degradation.
- “Organization” means an athletic team, association, order, society, corps, cooperative, club or other similar group that is affiliated with an educational institution and whose membership consists primarily of students enrolled at that educational institution.
- “Student” means any person who is enrolled at an educational institution, any person who has been promoted or accepted for enrollment at an educational institution or any person who intends to enroll at or be promoted to an educational institution within the next twelve calendar months. A person who meets the definition of a student for purposes of this policy shall continue to be defined as a student until the person graduates, transfers, is promoted or withdraws EDUPRIZE SCHOOLS.

DIRECTIONS:

- Victim consent is not a defense to a violation of the EDUPRIZE SCHOOLS Hazing Prevention Policy.
- All students, faculty and staff must take reasonable measures within the scope of their individual authority to prevent violations of the EDUPRIZE SCHOOLS Hazing Prevention Policy.
- Violations of hazing prevention policies adopted pursuant to this policy do not include either of the following:
 1. Customary athletic events, contests or competitions that are sponsored by an educational institution,
 2. Any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program.

REPORTING AND COMPLAINT PROCEDURE:

- Students, staff or other witnesses may report hazing to any teacher, administrator, or to the superintendent.
- Teachers and others must report the incident to a school administrator or superintendent, in writing, with the details which may have been provided.
- Failure by a teacher to timely inform administration of an observed or reported hazing allegation may subject the staff member to disciplinary action in accord with EDUPRIZE SCHOOLS policies.
- Staff members shall preserve the confidentiality of those involved, disclosing the incident only to the appropriate school personnel which would include an administrator, the superintendent, or other as required by law.
- The report/complaint regarding hazing shall contain identifying information including names of the complainant, name(s) of those involved, time, location, and place so as to permit an investigation.
- The report is to then be transmitted to an administrator or school superintendent within 24 hours of receiving the report/complaint.
- The report/complaint will be investigated by the school administrator and/or superintendent as follows:
 - An investigation of the reported incident shall be made within ten school days or 15 business days when school is not in session. The superintendent may extend this period as necessary.
 - The investigator shall meet with the person who reported the incident during the time period, discuss the conclusions and discuss the actions to be taken as a result of the investigation.
 - The investigator shall prepare a written report of the findings and submit a copy of the report to the Superintendent.
- All violations of this policy shall be handled per policies of EDUPRIZE SCHOOLS student handbook, employee handbook, and policies and procedures.