BEEHIVE
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BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

BULLYING, HAZING, ABUSIVE CONDUCT, AND RETALIATION POLICY

Revised Sept 2026

1. Purpose and Scope

The purpose of this policy is to prohibit bullying, cyber-bullying, hazing, abusive conduct, retaliation, and creation or distribution of sexually explicit or nonconsensual intimate images, and the sharing of recordings of prohibited incidents. The Board of Directors (the "Board") of Beehive Science & Technology Academy (the "School") recognizes that a safe and civil environment is necessary for students to learn and achieve high academic standards.

This policy:

- Complements existing school policies and discipline plans.
- Is developed, updated, implemented, and regularly reviewed with input from stakeholders.
- Provides protection to a student regardless of the student's legal status.
- Prohibits disciplinary action based solely on an anonymous report.
- Is posted on the LEA website and included in student and employee handbooks.

2. Prohibited Conduct

The School strictly prohibits all forms of bullying, cyber-bullying, hazing, harassment, abusive conduct, and retaliation:

- **Locations Covered:** On School property, at any School-related or sponsored event, or while traveling to or from School property or events. Hazing, cyber-bullying, and retaliation are prohibited at **any time and any location**.
- **Explicitly Prohibited Actions:**
    - Bullying, cyber-bullying, hazing, harassment, and abusive conduct.
    - Creation or distribution of sexually explicit or nonconsensual intimate images.
        - Per BSTA device use policy
    - Sharing a recording of an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation.
    - Making a false report or allegation against a student or school personnel.
    - Retaliating against any student, employee, or investigator.

3. Definitions

- **Bullying (per Utah Code § 53G-9-601):** I
    - Student bullying" means one or more students, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against another student, or engaging in a single egregious act toward another student involving an imbalance of power, that: (i) creates an environment that a reasonable person would find hostile; and (ii) interferes with a student's educational performance, opportunities, or benefits. (b) "Student bullying" does not mean instances of: (i) ordinary teasing, horseplay, argument, or peer conflict; (ii) reasonable correction of behavior by a school employee; or (iii) reasonable coaching strategies and techniques by a school employee who is a coach.ntentionally or knowingly committing an act that:
    - (a) Staff bullying" means a school employee, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against a student or another school employee, or engaging in a single egregious act toward another employee involving an imbalance of power, that: (i) creates an environment that a reasonable person would find hostile, threatening, or humiliating; and (ii) substantially interferes with a student's or employee's educational or professional performance, opportunities, or benefits. (b) "Staff bullying" does not mean instances of: (i) ordinary teasing, horseplay, argument, or peer conflict; (ii) reasonable correction of behavior by a school employee; or (iii) reasonable coaching strategies and techniques by a school employee who is a coach.
    - Is done for the purpose of placing a school employee or student in fear of: (a) Physical harm to the school employee or student; or (b) Harm to property of the school employee or student; or
    - Includes overt aggression (e.g., physical fighting such as punching, shoving, kicking; verbal threatening behavior such as name-calling), relational aggression or social aggression (e.g., rumor spreading, intimidation, enlisting a friend to assault a child, social isolation), and sexual aggression or acts of a sexual nature.
- (Note: The conduct described above constitutes bullying regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in the conduct.)
- **Cyber-Bullying:** Cyber-bullying" means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.
- **Hazing:** Hazing" means a school employee or student intentionally, knowingly, or recklessly committing an act or causing another individual to commit an act toward a school employee or student that: (i) (A) endangers the mental or physical health or safety of a school employee or student; (B) involves any brutality of a physical nature, including whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements; (C) involves consumption of any food, alcoholic product, drug, or other substance or other physical activity that endangers the mental or physical health and safety of a school employee or student; or (D) involves any activity that would subject a school employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects a school employee or student to extreme embarrassment, shame, or humiliation; and (ii) (A) is committed for the purpose of initiation into, admission into, affiliation with, holding office in, or as a condition for membership in a school or school

sponsored team, organization, program, club, or event; or (B) is directed toward a school employee or student whom the individual who commits the act knows, at the time the act is committed, is a member of, or candidate for membership in, a school or school sponsored team, organization, program, club, or event in which the individual who commits the act also participates..

- **Abusive Conduct:** Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. (b) A single act does not constitute abusive conduct.
- **Retaliation:** "Retaliate" means an act or communication intended: (a) as retribution against a person for reporting bullying or hazing; or (b) to improperly influence the investigation of, or the response to, a report of bullying or hazing.

4. Response to Student Recording and Distribution

Students are strictly prohibited from creating, distributing, or sharing recordings (video, audio, or image) of incidents involving bullying, cyber-bullying, hazing, abusive conduct, or retaliation.

- Any student who shares or distributes such recordings will be subject to disciplinary action, including suspension, loss of electronic privileges, and potential referral to law enforcement.
- School administration will immediately take steps to remove or contain the spread of digital recordings or nonconsensual intimate images on school-managed networks and request removal from external platforms where applicable.

5. Grievance Process for Employee Abusive Conduct

Any school employee who experiences **abusive conduct** from a parent, student, or colleague has the right to file a formal grievance:

1. **Filing a Report:** The employee shall submit a written grievance to the Principal or the designated LEA compliance officer.
2. **Investigation:** The administration will conduct a prompt, confidential investigation into the abusive conduct allegations.
3. **Resolution & Supportive Measures:** If substantiated, the School will implement corrective action, which may include restricting parental access, student disciplinary action, or workplace accommodations to protect the employee.
4. **No Retaliation:** Employees filing a grievance are protected against any form of employment retaliation.

6. Action Plans for Verified Incidents

When an investigation verifies that an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation occurred, the Principal or designee will establish a formal **Action Plan**:

- **Components of Action Plan:**
    - **Support for Victim:** Tailored responses and accommodations to preserve educational access and minimize contact with the perpetrator without changing the victim’s educational schedule or placement.

    - **Intervention for Perpetrator:** Specific consequences, behavioral interventions, and root-cause assessments designed to restore safety while preserving educational access where feasible.
    - **Emergency Removal Process:** Outlines procedures for immediate student removal if an emergency safety threat exists.
    - **Appeals Process:** Provides an option for parents to appeal action plan consequences.
- **Parental Communication:** Administration will establish an ongoing communication process to regularly update parents regarding the implementation and progress of the action plan where it applies to their student and maintaining confidentiality of other students involved.

7. Reporting, Investigation, and Records

- **Reporting:** Students and staff must report incidents to the administration promptly. Anonymous reports are accepted, but no disciplinary action will be taken based **solely** on an anonymous report.
- **Investigation:** The designated trained administrator will interview alleged victims, offenders, and witnesses in a confidential manner, review physical/digital evidence, and determine civil rights implications. Law enforcement will be notified if criminal acts occur.
- **Parental Notification & Records:** Administrators will notify parents of involved students in a timely manner and document notification of parents/guardians. Parents of students expressing suicidal ideation will receive suicide prevention resources.
- **Record Retention & Expungement:** Records are maintained as private records under GRAMA. Upon student request following high school graduation, bullying records will be expunged.

8. Required Signed Statement of Receipt

All students, parents, employees, coaches, and volunteers must be provided a copy of this policy. All employees and students/parents are required to sign a statement acknowledging receipt and review of the policy annually. Proof of these signed statements will be maintained for annual reporting.

* ADOPTED: June 23, 2012
REVISED: December 14, 2016
Revised: October 6, 2018
Revised: Aug 1, 2022
Revised: Sept 19, 2026

Acknowledgment of Receipt

I have received, read, and agree to abide by the Beehive Science & Technology Academy Bullying, Hazing, Abusive Conduct, and Retaliation Policy.

Printed Name: _____

Signature: _____

Date: _____ Role: [ ] Student [ ] Parent [ ] Staff [ ] Volunteer