

# **Anti-Bullying and Cyberbullying Policy**

A safe and supportive environment is essential for scholars to thrive academically and socially. The El Paso Leadership Academy (EPLA) prohibits bullying and retaliation as defined by this policy and is committed to taking all necessary measures to address incidents of bullying and cyberbullying effectively.

## **Freedom from Bullying and Cyberbullying**

EPLA prohibits any form of bullying or retaliation against anyone involved in the reporting or investigation process.

Bullying occurs when a scholar or group of scholars engages in written, verbal, or physical behavior, including electronic communication, that:

- Physically harms a scholar, damages their property, or places them in reasonable fear of harm or property damage; or
- Creates an intimidating, threatening, or abusive educational environment due to its severity, persistence, or pervasiveness.

## **Conduct is classified as bullying if it:**

- Exploits an imbalance of power between the perpetrator and the victim; and
- Interferes with a scholar's education or substantially disrupts the operation of the school.

Cyberbullying is the use of electronic communication devices, such as phones, computers, or social media, to intimidate or bully a scholar.

Prohibited Conduct, EPLA prohibits:

- Verbal, nonverbal, or physical bullying.
- Cyberbullying via electronic communication devices.
- Retaliation against anyone involved in the bullying report or investigation.
- False accusations or baseless complaints intended to harm another person.