

**St. Matthew Catholic School, San Antonio, Texas  
2017-2018 Student- Parent Handbook**

**ST. MATTHEW CATHOLIC SCHOOL  
BULLYING/HARASSMENT POLICY**

- I. CODE OF CONDUCT: BULLYING, HARASSMENT**
- II. CONSEQUENCES**
- III. RETALIATION**

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**I. CODE OF CONDUCT**

Harassment-Free Environment for Students:

St. Matthew Catholic School does not condone harassment of any kind including bullying in any of its forms. All students are to be treated with dignity and respect. Harassment in any form is prohibited and will be immediately addressed. This prohibition against all acts of harassment applies to all people engaged in all school related activities: all students; all school administrators and teachers, regular or temporary, part-time or full-time employees; volunteers, itinerant instructors, and consultants. All staff members will receive an annual review of the bullying/harassment policy and in-service training as needed.

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The Archdiocese of San Antonio (Policy \*3302) defines bullying and harassment as follows:

**Bullying** means engaging in written or verbal expression, expression through electronic means, or physical conduct that occurs within or outside of school property, at a school-sponsored or school-related activity, or in a vehicle operated by the school or the Archdiocese of San Antonio and that:

1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's property; or
2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

This conduct is considered bullying if it:

1. Exploits an imbalance of power between the student perpetrator and the student victim through written or verbal expression or physical conduct; and
2. Interferes with a student's education and substantially disrupts the operation of a school.

**Harassment** is defined as physical, verbal, or nonverbal conduct based on the student's race, color, religion, gender, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

**Electronic Behavior:** Any of the behaviors listed above that are communicated and/or distributed electronically are subject to the same consequences as described above.

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**II. CONSEQUENCES FOR BULLYING OR OTHER ACTS OF HARASSMENT**

St. Matthew Catholic School Administrators will use discretion in assigning consequences for reported bullying/harassment on a case by case basis, which can range from campus intervention to expulsion in the most severe cases.

The following factors will be taken into consideration when determining appropriate consequences: age, development, degree of harm, surrounding circumstances, nature and severity of the behavior, incidences of past or continuing patterns of behavior, relationship between involved parties, and the context in which the alleged incident has occurred.

**III. RETALIATION**

Retaliation against someone who reports a bullying/harassment incident is considered a serious offense and will be dealt with in the same manner as a bullying/harassment incident.