Continuum of Behaviors

### Generic bullying and harassment

**Rude, disrespectful behavior**
- Ignoring someone
- Talking down to someone
- Making faces at someone
- Rolling your eyes at someone
- Sneering at someone
- Laughing at someone

**Bullying (legal definition)**

- **Student to student ONLY**
- For **ANY** reason:
  - Weight
  - Clothes
  - Where you live
  - Height
  - Age
  - Hair
  - Perceived low/high intelligence
  - Socioeconomic status
- Happens **over a period of time and is repeated**
- Need to look at the **intent** of the alleged bully

**Harassment (legal definition)**

- **Student to student AND between students and adults**
- Based on **ACTUAL OR PERCEIVED** student’s or student’s family member’s membership in a **protected category**:
  - Race
  - Creed (religion)
  - Color
  - National Origin
  - Marital Status
  - Sex
  - Sexual Orientation
  - Disability
  - Gender Identity
- Happens **over a period of time and is repeated OR a single severe incident**
- Need to look at **impact** of alleged conduct on the target

**Criminal behavior**
- Physical/sexual assault
- Hate crimes
- Cyberbullying

A school can contact the police or advise parents to contact the police but the school should also do its own investigation of bullying or harassment complaints that may have a criminal element.

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