

**TCA Staff
Mandatory Training**



***Bullying, Discrimination &
Student Conduct***

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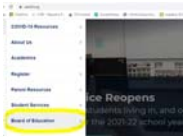
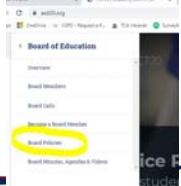
TCA Training Slides

- The following slides will be used to train all faculty and staff on Academy School District 20 (ASD20) and TCA policies.
- They include the basic information on each policy.
- Policies are NOT limited to information provided on these slides.

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**Where Do I Find
the Complete Policies?**

- Complete ASD20 policies are accessible on-line through the ASD20 website home page, under *Menu/Board of Education/Board Policies*.

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**Where Do I Find
the Complete TCA
Policies?**

- Complete TCA policies can be found on the new TCA website at:
www.tcatitans.org/policies.

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Safety of TCA Students

- As educators, the safety of students is paramount.
- A working knowledge of bullying, discrimination, and student conduct is helpful to maintaining a safe and respectful educational environment.

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**What is Every TCA Staff
Member's Role?**

- To maintain a safe school and a respectful educational environment.
- To be educated on the subjects of bullying, discrimination, and student conduct requirements.

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What is Every TCA Staff Member's Role?

- To report **all** suspicions of bullying, discrimination, misconduct, or unsafe practices to the principal or appropriate administrator.
- No matter how a staff member hears about an inappropriate activity, the staff member **must** report **any** suspicion of unsafe activity by **any** TCA student (even from another campus) to an administrator.

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What is Every TCA Staff Member's Role?

- To correct **any** public discriminatory statement.
For example, a teacher might respond with,
 - "Please be careful. That comment may offend someone."
 - "TCA respects people of all [races, religions, etc.]. That type of joke is not appropriate in class."

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What is Every TCA Staff Member's Role?

- If **any** school employee has **any** knowledge of sexual harassment, per federal Title IX law the school has been put on notice.
- If a school or employee does not take action upon a notice, the school or employee may be charged with "failure to adequately respond" or "deliberate indifference."

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What is the Principal's or Assistant Principal's Role?

- To answer any questions staff members may have about bullying, discrimination, misconduct, or unsafe practices.
- To investigate any reports of alleged behavior.
- To determine if bullying, discrimination, misconduct, or unsafe practices occurred.

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What is the Principal's or Assistant Principal's Role?

- As a Colorado public school, administrators have a responsibility to ensure TCA is in compliance with all federal and Colorado statutes, as well as school policies.

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Bullying Definition

ASD20 Policy JICDE

Bullying means:

- any written or verbal expression; or
 - any physical or electronic act or gesture; or
 - a pattern thereof,
- that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student.

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Bullying Prevention

ASD20 Policy JICDE

- Bullying can be direct or indirect, physical or verbal.
- Bullying does not necessarily include all conflicts between students.

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Bullying Prevention

ASD20 Policy JICDE

- Bullying is typically characterized by one or all of the following three criteria:
 - it is aggressive behavior or intentional harm doing
 - it is carried out repeatedly over time
 - it often occurs within an interpersonal relationship characterized by an imbalance of power

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Direct Bullying

- It can be physical in nature, such as hitting, kicking, pushing, or choking.
- It can be verbal, such as name-calling, threatening, or teasing.



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Indirect Bullying

- Indirect bullying is subtle and may be difficult to detect, such as social isolation, intentional exclusion, making faces, staring, obscene gestures, or manipulating friendships.



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Nondiscrimination Statement

Policy AC-TCA

- The Classical Academy does not discriminate on the basis of race, color, national origin, religion, gender, sex, sexual orientation, age, disability, or any other protected class.
- This policy pertains to employees, students, and third parties.

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Discrimination

Policy AC-TCA

- Discrimination is physical or verbal conduct resulting in negative treatment based on someone's race, religion, gender, sexual orientation, disability or other protected class.
- It includes derogatory statements, jokes, and negative actions.

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Discrimination & Harassment

Policy AC-TCA

- Discrimination is more serious if it is directed at an individual, occurs in a classroom, happens in front of others, is repeated after being asked to stop, or is done by a person in authority.
- Harassment is a form of discrimination, usually when actions or activities are repeated. It is more serious.

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Areas of Caution for Educators

- Be careful not to single a student out in front of peers based solely on his or her race, religion, disability, sexual orientation, or other protected class.
- Be careful not to have role playing exercises that might cause students to focus on another person's protected class.

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Sexual Discrimination

Sexual discrimination may include:

- Unwelcome sexual advances
- Requests for sexual favors
- Verbal or non-verbal action, or physical conduct of a sexual nature
- Sexual-oriented "kidding" or joking
- Sexting

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If a teacher believes there has been student discrimination in class, what should the teacher do?

- Correct any inappropriate public statement
- Maintain a safe environment for the students and re-focus students on educational activity
- Investigate and gather more information
- Contact student's parents
- Notify the principal or assistant principal
- All of the above
- Only answers a, b and e

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Answer

g. Only answers a, b and e

- Staff members should publicly correct an inappropriate statement, maintain safety for the students, notify an administrator, and continue with the academic routine.
- **Only** administrators should investigate or address discrimination with students and/or parents. There are a number of legal requirements that need to be completed during a discrimination investigation.

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Assurances for All TCA Staff, Parents, & Students

- TCA will ensure adequate, reliable, and impartial investigations of complaints.
- TCA will take interim measures during the investigation to ensure the safety of the reporting student and to prevent retaliation against the reporting student, identified student, and/or identified witnesses.

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Assurances for All TCA Staff, Parents, & Students

- Appeals will be conducted in a fair and equitable manner by an impartial decision maker.
- TCA shall conduct an investigation, including prompt and immediate corrective action, and monitoring of the remediation efforts.

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Retaliation

- School policies protect any student or staff member who reports bullying, discrimination or harassment in good faith. Retaliation is not permitted.
- Retaliation includes verbal comments, differential treatment, or physical acts against someone who reported inappropriate activity in good faith.

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Discrimination or Harassment

- Discrimination involving staff or students may also be reported to Cheri Birkey, TCA Compliance Officer/Title IX Coordinator.



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Student Code of Conduct

Policy JICDA-TCA

A student may be suspended or expelled for the following. Staff are obligated to report any knowledge of unsafe activity including:

- Damage to Property
- Stealing/Robbery
- Assault
- Extortion, Coercion, or Blackmail
- Verbal Abuse
- Hazing
- Bullying
- Interfering with School Safety
- Breaking any Building Policy
- Weapons

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Student Code of Conduct

Policy JICDA-TCA (con't)

A student may be suspended or expelled for the following. Staff are obligated to report any knowledge of unsafe activity including:

- Tobacco or Vape Pen Possession or Use
- Alcohol or Drugs
- Discrimination
- Sexual Harassment
- Throwing Objects that Causes Bodily Injury or Property Vandalism
- Public Profanity
- Lying
- Scholastic Dishonesty
- False Accusation of Criminal Activity
- or Other Activities as Deemed by Principal

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Student Code of Conduct

Policy JICDA-TCA

The Student Code of Conduct Policy applies to activities performed while the student is:

- in school buildings;
- on school grounds;
- in school vehicles;
- during a school-sponsored activity; or
- when the behavior occurs off school property when the conduct has a nexus to school or any district curricular or non-curricular event.

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Gang and Related Activities

ASD20 Policy JICF

- Gang activities are not permitted.
- The term “gang” as used in this policy refers to all groups of two or more individuals who share a common interest, bond or activity characterized by criminal, delinquent, or otherwise disruptive conduct engaged in collectively or individually.

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Weapons in School

ASD20 Policy JICI

- Carrying, bringing, using or possessing a dangerous weapon in a school building, on school grounds, in any school vehicle or at any school-sponsored activity is prohibited.

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Weapons in School

ASD20 Policy JICI

- **Dangerous weapons** includes a firearm, firearm facsimile, any destructive device, knife or cutting instrument, any device capable of temporarily immobilizing a person by the infliction of an electrical charge, including stun guns or taser guns; or any object, device, instrument, material, or substance, whether animate or inanimate, that is used or intended to be used to inflict death or serious bodily injury.

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Student Misconduct Reminders

- All TCA staff **must** report **any suspicion** of student bullying, discrimination, or misconduct to the Principal or Assistant Principal.
- This may include conduct that happened on or off school property.

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Student Misconduct or Unsafe Situations

- Any TCA staff member failing to report student bullying, discrimination, misconduct, or students in an unsafe situation may be subject to disciplinary consequences, including, but not limited to, termination of employment.

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If There Is ANY Suspicion Of The Following, Report It To A Principal:

- Vandalism
- Bullying
- Racial Slurs
- Disrespectful Religious Comments
- Teasing Regarding a Disability
- Theft
- Dating Violence
- Homosexual insults
- Alcohol
- Drugs
- Planned School Attacks
- Depression
- Cutting
- Suicide
- Abuse
- Sexting
- Cyber Bullying
- Pornography
- Sexual Assault
- Gangs
- Tobacco/Vape Pens
- Anything that could be considered unsafe!

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Titans love, respect, and
protect one another!

WE ARE TITANS!

- A Titan's Creed



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TCA Mandatory Training

This completes the mandatory annual training requirement for:
BULLYING, DISCRIMINATION & STUDENT CONDUCT

If you have any questions, or need clarification on any of the topics
covered here, please contact:
Wesley Jolly
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Thank you!



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