

BOARD POLICIES	<b>HARASSMENT, INTIMIDATION, BULLYING, AND/OR THREATENING BEHAVIOR (BP-5020)</b> METRO TECHNOLOGY CENTERS	<b>The on-line version of the policy is official. Therefore, all printed versions are unofficial copies.</b>
----------------	--	--

**1.0 POLICY:**

Metro Technology Centers is committed to maintaining an environment free from harassment, intimidation, bullying and/or threatening behavior to help create an environment free of unnecessary disruption. Bullying, harassment, or intimidation encompass, but are not limited to:

1. unwanted harm based on the following: race, color, religion, national origin, age, disability (physical, mental, or educational), marital status, socio-economic background, ancestry, ethnicity, gender, gender identity or expression, linguistic preference, political beliefs, sexual orientation, or social/family background.
2. unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a harassing nature.
3. intimidation or harassment of a person through the use of digital technologies, including, but not limited to, email, blogs, social websites (e.g., MySpace, Facebook), chat rooms, and instant messaging, often referred to as cyberbullying.

Any person who is subjected to harassment, intimidation, bullying and/or threatening behavior should report it to the Compliance Officer.

The superintendent, associate superintendent/chief of staff, and assistant to the superintendent for human resources shall ensure that appropriate procedures are developed to fulfill this important philosophy.

**2.0 LEGAL REFERENCE:** 70 O.S. § 24-100.2 et seq.

**3.0 CROSS REFERENCE:** BP-2031

**4.0 REVISION HISTORY:**

<u>Date:</u>	<u>Revision</u>	<u>Description of Revision:</u>
9-13-11	A	Adopted (BP-10018 Equal Opportunity/Affirmative Action-Sexual Harassment of Students retired and combined with this policy)

**5.0 PCF FRAMEWORK #:** 10.1 Manage federal, state, and local regulatory requirements

**\*\*\* End of Policy \*\*\***