

CAFA, Inc. dba  
Learning Foundation "Back to Basics" Stapley  
Learning Foundation and Performing Arts Alta Mesa  
Learning Foundation and Performing Arts Gilbert  
Learning Foundation and Performing Arts Warner

POLICY

LFPA practices zero tolerance against any and all abuse including, but not limited to the following:

- Harassment or bullying on the basis of sex
- Harassment or bullying on the basis of race, color, or national origin
- Harassment or bullying on the basis of disability

All suspected incidents will be investigated. Proven acts of hazing, bullying or any type of harassment will initiate disciplinary procedures and consequences for students and employees.

Guidelines & Procedures

Hazing Per ARS 15-2301, hazing, solicitation to engage in hazing, or aiding and abetting another who is engaged in hazing is prohibited.

- ♦ Hazing is any intentional, knowing, or reckless act committed by a student or students/employee or employees against another person that includes any act that contributes to, or causes a substantial risk of potential physical injury, mental harm or degradation.
- ♦ It is no defense to a violation of this policy if the victim consented or acquiesced to hazing.
- ♦ All students and LFPA employees shall take reasonable measures within the scope of their individual authority to prevent violations of this policy.

Bullying and Harassment Per ARS 15-341 all schools are required to enforce policies and procedures that prohibit pupils from harassing, intimidating and bullying other pupils on school grounds, on school property, on school buses, at school bus stops and at school sponsored events and activities.

- ♦ Bullying means causing a present fear of imminent danger to a person, including threats of physical harm, gestures, and verbal assaults.
- ♦ Harassment means using any means to persistently annoy, worry, exhaust or impede another person.
- ♦ Any student or LFPA employee who feels any form of harassment or bullying from another person at LFPA should report such incidents to a teacher, staff member or administrator.
- ♦ LFPA employees shall preserve the confidentiality of anyone involved in a bullying or harassment incident; disclosing the incident only to the appropriate school administrator or next higher administrative supervisor or as required by law.

Sexual Harassment

All individuals associated with the Learning Foundation and Performing Arts schools are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Unwelcome sexual advances, requests for sexual favors, and other unwelcome written, verbal, or physical contact of a sexual nature may constitute sexual harassment. If any student or LFPA employee believes he/she or another person has been subjected to sexual harassment they should report the behavior to the appropriate school administrator or next higher administrative supervisor. A substantiated charge of sexual harassment will lead to disciplinary action.

REF: A.R.S. §15-2301, §15-341, §15-342, HB 2308

*Originally Adopted: July, 2005*