

Hong Kong International School

POLICY

1 Red Hill Road,
Tai Tam, Hong Kong

6 South Bay Close,
Repulse Bay, Hong Kong

Education and Students

Series 3000

Policy Title : **Harassment**

Policy Number : **3170**

Hong Kong International School is committed to promoting a culture of respect and an environment that is free from any form of harassment, bullying and intimidation. All members of our community – students, parents, faculty, staff and visitors – have a right to feel safe and protected and share the responsibility to build and maintain a safe environment in which everyone feels cared for and respected.

Offensive, harassing, bullying or intimidating behaviors will not be tolerated or ignored and will be dealt with appropriately and expeditiously.

Harassment (and to “harass”) is defined under this policy as conduct which has the purpose or effect of creating an intimidating, hostile or offensive environment, or that causes substantial emotional distress in such a person and serves no legitimate purpose.

Harassment can take different forms and covers a wide range of offensive behaviors that are not considered reasonable from a social or moral perspective. Those behaviors demean, humiliate or embarrass a person and include visual displays, suggestive or offensive remarks, jokes, slurs or epithets, gestures, sexual demands, propositions, or unwanted physical contact. The nature of the contact can be of a sexual nature or based on sex, disability, family status, race, or other protected classification.

Bullying occurs when those behaviors become repetitive; thus, distinguishing it from an insult or an act of intimidating behavior.

Across the school, both prevention and intervention strategies are in place for our student and adult community, and will be published to respond appropriately to any acts of harassment, bullying or intimidation. Age appropriate prevention and intervention strategies will also be put in place to educate HKIS’s student and adult community and to encourage empathy and respect.

Date Adopted : June 7, 2008
Date of Last Review : November 2020
Reference : Policy posted on DragonNet

Administrative Regulations: Promoting a Culture of Respect - Policy No. 3170

Any repeated behavior that offends, upsets, embarrasses, frightens, excludes or hurts another person is bullying and/or harassment. HKIS recognizes that these behaviors can take many forms including:

Verbal Bullying and /or Harassment –

- Language – name-calling, spreading rumors, and/or directing insulting, teasing, threatening comments to another person.
- Virtual – harassment, or spreading rumors by email, instant messaging, BLOGS or any other media form.
- Religious – putting down or ridiculing another's religion, stopping another from expressing their beliefs.
- Racial – making hurtful comments or discriminating against someone based on their nationality, race or culture, color of their skin or language spoken.
- Intellectual – making hurtful comments based on someone's intellectual or academic ability.
- Sexual – making hurtful comments or discriminating against someone based on their sexual orientation.

Non-Verbal Bullying and/or Harassment –

- Physical – hitting, kicking, pushing, spitting or any other form of physical behavior which is deemed to be aggressive in nature.
- Personal Property (real or virtual) – taking, damaging or trespassing another's property. This includes entering another student's email account, personal belongings, or school locker without permission.
- Indirect – intentionally excluding someone from a group, discussion or team.
- Graphic/Vandalism – defacing another's property, projects or photographs.
- Sexual – making offensive gestures about another's body, touching or maintaining unwelcome closeness to another person or discriminating against someone based on their sexual orientation.

Each division will implement age and stage appropriate prevention strategies aimed at developing an ethos of caring and empathy to reduce the likelihood of bullying and harassment.

Divisions will respond to incidents of bullying and harassment promptly and with sensitivity toward both the victim and the perpetrator recognizing that often those who bully others have been prior victims of bullying and/or harassment.

School specific interventions and consequences for incidents of bullying and/or harassment will be published in school handbooks and on the school website.