It is the policy of the Garrett County Board of Education to maintain a learning and working environment that is free from bullying, cyberbullying, harassment, and intimidation. Bullying, cyberbullying, harassment, and intimidation by students, administrators, certificated and support personnel, and any other individuals having business or contact with the Garrett County Public Schools will not be tolerated.

Bullying, cyberbullying, harassment, and intimidation shall include, but not be limited to, intentional conduct, including verbal, physical, graphic or written conduct, or electronic communication, that creates a hostile environment by substantially interfering with an individual's benefits, opportunities, performance, or physical or psychological well-being when:

1. Motivated by an actual or perceived personal characteristic including race, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, genetic information, or disability; or
2. Is a repeated conscious, willful, deliberate direct/indirect action with the intent to cause physical or psychological intimidation or distress;
3. Using information and communication technologies to embarrass, humiliate, threaten, or physically or psychologically intimidate others;
4. Occurring on school system property, at a school system activity or event, or as part of a work-related situation which substantially disrupts the orderly operation of the school system;
5. Interfering unreasonably with an individual's work performance or creating an intimidating, hostile, or offensive working environment or educational opportunity.

Forms of bullying, cyberbullying, harassment, and intimidation include, but are not limited to, the following examples which can be demonstrated verbally, through physical actions, in writing, or using electronic communication:

1. Spreading rumors, hurtful gossip, or innuendo
2. Yelling, name-calling, mocking, insulting, or ridiculing
3. Unwanted physical contact or physical gestures that intimidate or threaten
4. Invalid or baseless criticism
5. Accusatory or threatening statements
6. Displaying offensive photos or objects  
7. Temper tantrums, mood swings, shouting  
8. Humiliation, public reprimands, or obscene language  
9. Interference or sabotage  
10. Ostracism, isolation, dissociation, or exclusion from others

Bullying, cyberbullying, harassment, and intimidation does not include:

1. Asking an employee to carry out established duties and responsibilities;  
2. Expressing differences of opinion;  
3. Providing constructive feedback, guidance, advice, or direction about work-related performance and behavior; or  
4. Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work, etc.).

The Board of Education authorizes the Superintendent to develop administrative procedures regarding this policy.