

# Bullying is intentional

Pattern of unwelcome conduct regarding someone's protected status

**HARASSMENT**

OR

**INTIMIDATION**

OR

**HUMILIATION**

OR

**RIDICULE**

OR

**DEFAMATION**

OR

**THREAT OR INCITEMENT OF VIOLENCE**

OR

**CYBERBULLYING**

Communication by electronic act to harass, intimidate, ridicule, defame or threaten

1 or more occurs:

- Ends instruction or activity
- Individuals unable to focus on learning or function as a unit due to hostile environment
- Needs severe or repeated discipline measures
- Substantially interferes with learning environment

PHYSICAL

ELECTRONIC

VERBAL

WRITTEN

act that causes or creates

**Substantial Disruption**  
of orderly operation of school or educational environment

OR

**Hostile Environment**  
due to the acts severity, persistence or pervasiveness

OR

**Substantial Interference**  
to education or role in education

OR

**Physical Harm**  
to person or property