

Blank School Anti-Harassment Policy Template

1. Policy Statement

[School Name] is committed to providing a safe, inclusive, and respectful environment for all students, staff, and visitors, free from any form of harassment.

2. Purpose

The purpose of this policy is to outline procedures and expectations regarding harassment prevention, reporting, investigation, and resolution.

3. Scope

This policy applies to all students, staff, administrators, volunteers, and visitors on school premises, at school-sponsored events, and in school-affiliated activities.

4. Definition of Harassment

Harassment is any unwanted conduct, verbal or physical, that creates an intimidating, hostile, or offensive environment based on, but not limited to:

- Race or ethnicity
- Gender or gender identity
- Sexual orientation
- Disability
- Religion
- Other protected characteristics

5. Prohibited Conduct

- Verbal, physical, or written harassment
- Cyber harassment or bullying
- Retaliation against those who report or participate in investigations

6. Reporting Procedures

Incidents of harassment should be reported to [Designated Person/Title] as soon as possible. Reports may be made verbally or in writing.

7. Investigation

All reported incidents will be promptly and thoroughly investigated in a confidential and impartial manner. All

parties will be treated fairly.

8. Consequences

Violations of this policy may result in disciplinary action, up to and including suspension or termination, consistent with school guidelines.

9. Prevention and Training

The school will provide ongoing training and education for students and staff to promote awareness and prevent harassment.

10. Policy Review

This policy will be reviewed annually and updated as necessary.

[Principal/Administrator Name & Signature]

Date: _____