



**Policy Type:** Board

**Category:** Administrative Practices

**Policy Name:** Prohibition on Bullying in Youth-Facing Departments and Programs - Board Policy 3.65

**Policy Owner:** County Counsel

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### **3.65 PROHIBITION ON BULLYING IN YOUTH-FACING DEPARTMENTS AND PROGRAMS (Adopted 6-19-18)**

The County of Santa Clara seeks to ensure that the County's departments, programs, and facilities that serve youth provide a safe and positive environment for all youth. Lesbian, gay, bisexual, transgender, and queer (LGBTQ) youth, and youth who are perceived as LGBTQ, face an increased risk of being bullied, among other vulnerable categories of youth.

For the purposes of this Policy, the Board defines bullying as any severe or pervasive act or conduct, whether physical, electronic, or verbal, committed by a youth against another youth, that:

1. May, but need not, be based on a youth's actual or perceived characteristics, including but not limited to race, color, ethnicity, religion, national origin, age, gender, gender identity or expression, sexual orientation, immigration status, or disability; and
2. Can reasonably be predicted to: (a) place the youth in reasonable fear of physical harm to the youth's person or property; (b) cause a substantial detrimental effect on the youth's physical or mental health; or (c)



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substantially interfere with the youth's ability to access, participate in, or benefit from the services, activities, or privileges provided by the County.

Bullying may include, but is not limited to:

1. Kicking, hitting, slapping, or shoving to gain power over another youth.
2. Using teasing, name-calling, or jokes to belittle or demean another youth.
3. Ostracizing and spreading rumors about a youth.
4. Posting, sending, or spreading images, threats, rumors, or information through text, email, or social media.
5. Sexual bullying, whether in-person or online, which may include crude comments, vulgar gestures, uninvited touching, sexual propositioning, and pornographic material.

Acts of bullying, harassment, and intimidation are an affront to the County's core values. While the County recognizes that any form of bullying, whether carried out by a youth or an adult, is a serious concern, this Policy focuses on bullying by a youth against another youth. To better enable the County to serve youth in a safe and positive environment, County departments that provide youth-facing programs and facilities shall adopt department- or program-level policies that prohibit bullying as described in this Policy. Each policy shall clearly communicate that bullying is prohibited and provide procedures for reporting and responding to incidents of bullying.

### Frequently Asked Questions



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None.

### Related Policies

- Policy Against Discrimination, Harassment, and Retaliation - Board Policy 3.8 - <https://saecommon.sccgov.org/countypolicy/Board-Policy-3.8-Policy-Against-Discrimination-Harassment-and-Retaliation.pdf>

### Related Forms and Information

- Sample Departmental Policy - [\[url\]/sites/policies/FormsrelatedtoPolicies/Prohibition-on-Bullying-Sample-Policy.pdf](#)

### History

Date	Changes Made
8/1/2018	Policy Uploaded.
6/19/2018	Policy Adopted. <a href="#">View Legislative File.</a>