

**GIRLS INC. OF JOHNSON COUNTY**

**POLICY REGARDING  
RELATIONAL AGGRESSION, HARASSMENT, AND BULLYING**

**DEFINITIONS:**

1. Relational Aggression (RA): behavior that is intended to harm someone by damaging or manipulating her peers. RA is unacceptable, as it leads to lowered self-esteem, absenteeism, and possibly violence. Examples of RA include, but are not limited to, spreading rumors, gossip, exclusion, taunting, and building social alliances against particular individuals.
2. Harassment: behavior, including any speech or action, which creates a hostile, intimidating or offensive environment.
3. Bullying: written or verbal communication or overt, physical acts or gestures, committed by a member or group of members against another member with the intent to harass, ridicule, humiliate, intimidate, or harm the other member.

**POLICY:**

Girls Inc. of Johnson County expects that all members will be treated with dignity and respect at all times. Likewise, Girls Inc. of Johnson County expects that all members will treat their peers and the staff with dignity and respect at all times. In addition, Girls Inc. of Johnson County expects all members to practice empathy and inclusion in dealing with one another. These expectations are without regard for an individual's color, ethnicity, national origin, ancestry, gender, sexual orientation, religion, appearance, age, family background, marital status, disability, or position in the agency.

Girls Inc. of Johnson County will not tolerate any behavior intended to degrade, insult, threaten, isolate, ostracize or harm any member or staff member of the agency. Such behavior, whether exhibited as relational aggression, harassment, and bullying, or otherwise, is unacceptable and is grounds for disciplinary action up to, and including, expulsion from services.

**Parents Copy – Please keep**