

Student Code of Conflict Violations

Harassment, Intimidation, or Bullying

- One-sided issue or disagreement
- Imbalance of power
- Alleged victim targeted for an actual or perceived characteristic
- Done with intention to harm emotionally or physically
- Creates a substantial disruption in the orderly operation of the school
- Potential consequences and remediation will align with Board Policy

Other Code of Conduct Violations

- May look like HIB but alleged victim **not** targeted for an actual or perceived characteristic
- Generally, no imbalance of power

Conflict

- Mutual disagreement or difference in interests or opinion in which both sides express their views
- Naturally occurs
- Is reciprocal; all parties involved equally in conflict
- Involves people with similar degrees of power
- Equal responsibility
- Can be resolved by compromise
- All parties want to resolve the problem
- All parties show remorse; each takes responsibility for their actions
- Consequences will align with Code of Conduct if applicable