


CITY OF CATHEDRAL CITY		HR-AP 08
ADMINISTRATIVE POLICY		
Approved by:  Charles McClendon, City Manager	Distributed by Human Resources	Original Date May 2020

SUBJECT

POLICY PROHIBITING BULLYING IN ALL YOUTH-SERVING CITY SERVICES, ACTIVITIES, PROGRAMS, AND FACILITIES

PURPOSE

This policy protects the dignity and safety of youth served by the City of **City of Cathedral City**. This policy prohibits bullying, harassment, and intimidation in all youth-serving city services, activities, programs, and facilities.

DEFINITION

“Bullying” shall be defined as any severe, pervasive, or persistent act or conduct whether physical, electronic, or verbal that:

1. May be based on a youth’s actual or perceived race, color, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, intellectual ability, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, or any other distinguishing characteristic, or on a youth’s association with a person or group with any of the actual or perceived foregoing characteristics; and
2. Can reasonably be predicted to:
 1. Place the youth in reasonable fear of physical harm to their person or property;
 2. Cause a substantial detrimental effect on the youth’s physical or mental health;
 3. Substantially interfere with the youth’s academic performance or attendance; or
 4. Substantially interfere with the youth’s ability to participate in or benefit from the services, activities, programs, facilities, or privileges provided by an agency or contractor or agent thereof.

PROHIBITION AGAINST BULLYING

1. Acts of bullying, including cyberbullying, whether by youth, volunteers, or staff, are prohibited in all youth-serving city services, activities, programs, and facilities.
2. Retaliation against a youth, volunteer, or staff member who reports bullying, provides information about an act of bullying, or witnesses an act of bullying is also prohibited.

3. All agencies and departments that provide services, activities, programs, and facilities for youth and third-party organizations that receive city funding for services and programs that include youth shall establish a clear policy for reporting, addressing, and preventing bullying as defined above. This policy shall include a requirement for annual training for all staff on said policy and on best bullying prevention practices.