

**CITY OF ST. PETERSBURG ADMINISTRATIVE POLICY**  
**SUBJECT: Prohibition on Bullying in Youth Programs and Activities**

**#010506**

**EFFECTIVE DATE: 7/11/2019**

---

**Synopsis:** The City of St. Petersburg is committed to providing an environment for all youth that is safe, secure, and free from harassment and bullying of any kind. This policy applies to all youth enrolled or participating in programs run or sponsored by the City as well as any youth who utilize facilities/amenities but are not enrolled or participating in City programs or activities. This policy defines the behavior considered inappropriate by the City because of its harassing or bullying nature and outlines the procedure for employees to follow to address such behavior.

**Definitions:**

1. Bullying is defined as systematically and chronically inflicting physical hurt or psychological distress on one or more youth. It may involve, but is not limited to, cyberbullying, unwanted and repeated written, verbal, or physical behavior, including threatening, insulting, or dehumanizing gesture which creates an intimidating, hostile, or offensive environment; cause discomfort or humiliation, or unreasonably interfere with a youth's experience at a City facility, event, or program. The following behaviors may be considered acts of bullying, but this list is not exhaustive: teasing, threats, social exclusion, intimidation, stalking, physical violence, cyberbullying, cyberstalking, theft, harassment (sexual, religious, or racial), public or private humiliation, destruction of property. Bullying 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.

2. Harassment includes any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal, or physical conduct against a youth that places a youth in reasonable fear of harm to person or damage to personal property. Harassment includes behavior that has the effect of substantially interfering with a youth's ability to participate in or benefit from services, activities, programs, facilities, or privileges provided by the City or an agency, contractor, or agent of the City.

3. Cyberstalking or cyberbullying includes, but is not limited to, engaging in conduct through the use of technology or any electronic communication (including but not limited to internet, social media, email, instant messages, facsimile communications, phones, text messages, blogs, photos) to cause emotional distress or to incite physical harm or emotional distress to another person.

**Policy:**

1. Any act of bullying, harassment, cyberstalking, or cyberbullying as defined above, 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, harassment, cyberstalking, or cyberbullying; provides information about an act of bullying; or witnesses an act of bullying is also prohibited and will be subject to appropriate disciplinary action as outlined in the *Rules and Regulations of the Personnel Management System*.
3. Any youth, volunteer, or staff member who observes or becomes aware of any act of bullying, harassment, cyberbullying, or cyberstalking should immediately report the situation to a coach, supervisor, or other person of authority who shall document the alleged incident, investigate the alleged incident, and notify the parent/guardian of all youth involved.
4. Any youth found to have committed an act of bullying, harassment, cyberbullying, or cyberstalking will be subject to consequences and appropriate remedial action that may range from positive behavioral interventions up to an including expulsion from a city program or trespassed from the city property.
5. Any employee found to have committed an act of bullying, harassment, cyberbullying, or cyberstalking will be subject to appropriate disciplinary action as outlined in the *Rules and Regulations of the Personnel Management System*. In the event a staff or volunteer is observed bullying, harassing, cyberbullying, or cyberstalking, the behavior shall be immediately reported to a supervisor who shall document the alleged incident, investigate the alleged incident, and notify the parent of the incident.

**Resource Documents:** 2014 Equal Employment Opportunity and Affirmative Action Plan;  
Rules and Regulations of the Personnel Management System

**Contact:** Human Resources Department; Parks and Recreation Department