

## **Policy- 554 MALICIOUS & SADISTIC CONDUCT POLICY - (MN Statutes 121A.0312)**

### **LEGAL DEFINITION**

**"Malicious and sadistic conduct"** means creating a hostile learning environment by acting with the intent to cause harm by intentionally injuring another without just cause or reason or engaging in extreme or excessive cruelty or delighting in cruelty.

New Century Academy adopts this written policy to address malicious and sadistic conduct and sexual exploitation by a school staff member, independent contractor, or student enrolled in the school against a staff member, independent contractor, or student.

### **NEW CENTURY ACADEMY**

- Prohibits malicious and sadistic conduct involving race, color, creed, national origin, sex, age, marital status, status regarding public assistance, disability, religion, sexual harassment, and sexual orientation and gender identity (MN Human Rights Statute 363A).
- Prohibits sexual exploitation.
- Implements the New Century Academy's malicious and sadistic conduct policy with the school bullying policy in compliance with school bullying law (121A.031 subd.4 (a)).
- Disciplinary actions for each violation of the policy are in compliance with the Pupil Fair Dismissal Act (121A.41-56).

### **COMMUNICATION OF NEW POLICY REQUIREMENTS**

- Post conspicuously throughout each school building
- Distribute to each employee & independent contractor when hired or contracted.
- Include in each student's handbook
- Develop a process for discussing the policy with students, parents, independent contractors, and employees.