



Oshki Ogimaag Charter School #4195

**Policy:** Prohibition of Malicious and Sadistic Conduct

*Adopted: 9/20/2023*

*Reviewed*

*Revised:*

**I. Purpose**

A. Oshki Ogimaag Charter School prohibits 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 in all contexts.

B. "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.

**II. Policy Requirements**

A. Oshki Ogimaag Charter School 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 as outlined in the Minnesota Human Rights Act (Minnesota Statutes, Chapter 363A).

B. Disciplinary measures for each violation of the policy will be guided by the Employee Standards of Conduct contained the Oshki Ogimaag Charter School Employee Handbook and Oshki Ogimaag Charter School Policy Student Discipline and Code of Conduct in conformance with Pupil Fair Dismissal Act (Minnesota Statutes, 121A.41-56).

C. Notice of this policy will be posted conspicuously throughout each school building, be distributed to each employee and independent contractor when hired or contracted, included in each student's handbook, and discussed with students, parents, independent contractors, and employees annually and/or as needed.

**III. References**

Minnesota Statutes, Chapter 121A.0312 (Malicious and Sadistic Conduct)

Minnesota Statutes, Chapter 121A.41-56 (Pupil Fair Dismissal Act)

Minnesota Statutes, Chapter 363A (Minnesota Human Rights Act)