§ 21. Bullying and harassment prevention and response. 1. No student shall be subjected to harassment or bullying, including cyberbullying, by other students on school property or at a school function.

2. Every school, subject to this section, shall adopt a written in plain-language and age-appropriate anti-bullying and harassment policy, which must be published on the school's website or internal parent/student portal and shared annually with employees, parents, and students. Such policy shall include but not be limited to information on how bullying and harassment is defined, how incidents will be reported, investigated, and documented, and an age-appropriate process for notifying the victim about the final outcome of the investigation.

3. School employees who witness bullying or harassment, or receive an oral or written report of bullying or harassment, shall promptly notify the principal or head of school or the principal's or head of school's designee, orally not later than one school day after such school employee witnesses or receives a report of bullying and harassment, and must file a written report with the principal or head of school's designee not later than two school days after making the initial oral report.

4. Upon a report of bullying, harassment, or retaliation, the principal or head of school, or the principal or head of school's designee, must investigate promptly, communicate their findings with the victim and take immediate steps and appropriate follow-up action reasonably calculated to ensure that such conduct has stopped and ensure the safety of the student or students including retaliation against any individual who in good faith reports such bullying or assists in the investigation.