

Article VIII.B.9. Prohibition of Bullying and Hazing

A) Statement of Purpose

The Board of Education recognizes that school bullying, hazing, harassment and intimidation greatly reduce a student's or an employee's ability to achieve. In addition, bullying, hazing, harassment and intimidation can directly affect a student's or an employee's health and well-being, contributing to negative consequences in both academic and personal areas. The purpose of this policy is to stop and prevent bullying, hazing, harassment, and intimidation in district schools.

B) Definitions

- 1) "Bullying" means intentionally or knowingly committing an act, regardless of whether the person against whom the conduct is committed directed, consented to or acquiesced in the conduct, that endangers the physical or emotional health or safety of a student or school employee through;
 - a) any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
 - b) forced or involuntary consumption of any food, liquor, drug, or other substance;
 - c) forced or coerced actions or activities of a sexual nature or with sexual connotations;
 - d) other physical activity that endangers the physical health and safety of a school employee or student;
 - e) physically obstructing a student's or school employee's freedom to move; or
 - f) emotional intimidation or exposure to ridicule; and
 - g) is done for the purpose of controlling the student or school employee in some way or placing the student or school employee in fear of:
 - (i) physical or emotional harm to the student or school employee; or
 - (ii) harm to property of the student or school employee.
- 2) "Hazing" means intentionally or knowingly committing an act of bullying, as defined in this policy, which is done for the purpose of:
 - a) initiation or admission into, affiliation with, holding office in, or as a condition for, membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event; or
 - b) if the person committing the act against a student or school employee knew that the student or school employee is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to which the person committing the act belongs to or participates in.
 - c) The conduct described above constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.
- 3) "Cyber bullying" means the use of email, instant messaging, chat rooms, cell phones, or other forms of information technology to deliberately harass, threaten, or intimidate someone for the purpose of controlling the student or school employee in some way or placing the student or school employee in fear of:
 - a) physical or emotional harm to the student or school employee; or
 - b) harm to property of the student or school employee.
- 4) "Retaliate" means an act or communication intended:
 - a) as retribution against a person for reporting bullying, hazing or cyber bullying; or
 - b) to improperly influence the investigation of, or the response to, a report of bullying, hazing or cyber bullying.
- 5) "School employee" means:
 - a) school teachers;
 - b) school staff;

- c) school administrators; and
- d) all others employed or authorized as volunteers, directly or indirectly, by the school, school board, or school district.

C) Prohibitions

- 1) No student or school employee may engage in bullying or cyber bullying a student or school employee;
 - a) on school property;
 - b) at a school related or sponsored event;
 - c) on a school bus;
 - d) at a school bus stop; or
 - e) while the student or school employee is traveling to or from a location or event described above.
- 2) No student or school employee may engage in hazing a student or school employee at any time or in any location.
- 3) No student or school employee may engage in retaliation against:
 - a) a student;
 - b) a school employee; or
 - c) an investigator for, or witness of, an alleged incident of bullying, cyber bullying, hazing, or retaliation.
- 4) No student or school employee may make a false allegation of bullying, cyber bullying, hazing, or retaliation against a student or school employee.

D) Actions Required if Prohibited Acts are Reported

- 1) Each reported violation of this policy shall be promptly investigated by a school administrator or an individual designated by a school administrator.
- 2) With respect to the rights of an accused student or school employee, the investigation shall include notice of the allegations to the student or school employee and an opportunity to respond.
- 3) Appropriate action, to include participation of parents of accused students, shall be taken to stop and prevent recurrence of the conduct.
- 4) Allegations with criminal implications shall promptly be reported to law enforcement.

E) Actions Required of Each School

- 1) Each school shall establish and post:
 - a) procedures allowing for anonymous or in-person reporting of bullying, hazing, or retaliation;
 - b) the names and positions of at least two school employees to receive reports.
- 2) Each school community council shall review school procedures, to include training of students and school employees, regarding bullying and hazing and make recommendations in harmony with state and federal law to the school administration.

F) Department of Student Services Responsibilities

Together with School Services, to include building administrators, and in harmony with related board policies and administrative guidance, the Department of Prevention and Student Placement shall:

- 1) provide resources and leadership to prevent and intervene in bullying, including awareness and intervention strategies for students and staff;
- 2) provide training specific to overt aggression that may include physical fighting such as punching, shoving and kicking, verbal threatening behavior such as name calling, or both;
- 3) provide training specific to relational aggression or indirect, covert, or social aggression, including rumor spreading, enlisting others to assault a child and social isolation;

- 4) provide training specific to cyber bullying, including the use of email, web pages, text messaging, instant messaging, three-way calling or messaging or any other electronic means for aggression inside or outside of school;
- 5) provide for student assessment of the prevalence of bullying in schools, including identification of locations where students are unsafe and additional supervision may be required, such as playgrounds, hallways or lunch areas;
- 6) include parents and other community members in the development of resources and the dissemination of materials and information; and Current as of: November 24, 2009
- 7) develop a continuum of intervention strategies that emphasize education to assist students whose conduct falls short of reasonable expectations.