

514 BULLYING PROHIBITION POLICY

Bullying, like other violent or disruptive behavior, is conduct that interferes with a student's ability to learn and/or a teacher's ability to educate students in a safe environment. To the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, the school district intends to prevent bullying and to take action to investigate, respond to, and to remediate, and discipline for those acts of bullying which have not been successfully prevented.

Bullying means:

- intimidating, threatening, abusive, or harming conduct that is objectively offensive;
- interferes with a student's educational opportunities or performance or ability to participate in school functions;
- exists in an environment of an actual or perceived imbalance of power;
- is repeated or forms a pattern; and
- includes acts using technology or other electronic communications (cyberbullying).

An act of bullying, by either an individual student or a group of students, is expressly prohibited on school premises, on school district property at school functions or activities, or on school transportation. This includes not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. Consequences for students who commit prohibited acts of bullying (directly, indirectly, and cyberbullying) may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

No teacher, administrator, contracted staff, other employee, or volunteer of the school district shall permit, condone, or tolerate bullying. Consequences for employees who permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events. All employees will complete bullying awareness, prevention and response training annually.

Reporting and Response:

- Targets, victims, witnesses, or anyone with knowledge of an act of bullying should report it immediately. The district form for reporting is encouraged, but not required. Reports may be made anonymously.
- All reports of bullying are to be forwarded to the building principal immediately.
- Investigation of all reports will be initiated by school personnel within three working days.
- All reports are considered private educational records and will not be disclosed except as permitted by law. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator.
- School officials will notify the parent/guardian of students who are targets of bullying and the parent/guardian of alleged perpetrators of bullying who have been involved in a reported and confirmed bullying incident, of the remedial action taken.
- Retaliation against individuals making good faith reports is prohibited. False reports are prohibited.