

**Policy Name: Licensed Personnel
Responsibilities Governing Bullying****Policy Code: 3.38****Date Adopted: R/A 4/16/12**

Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of bullying as defined in this policy, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the principal. The principal or his/her designee shall be responsible for investigating the incident(s) to determine if disciplinary action is warranted.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

District staff are required to help enforce implementation of the district's anti-bullying policy. The district's definition of bullying is included below. Students who bully another person are to be held accountable for their actions whether they occur on school equipment or property; off school property at a school sponsored or school-approved function, activity, or event; or going to or from school or a school activity. Students are encouraged to report behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, to their teacher or the building principal. The report may be made anonymously.

Definition:

Bullying means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that causes or creates a clear and present danger of:

- Physical harm to a public school employee or student or damage to the public school employee's or student's property;
- Substantial interference with a student's education or with a public school employee's role in education;
- A hostile educational environment for one (1) or more students or public school employees due to the severity, persistence, or pervasiveness of the act; or
- Substantial disruption of the orderly operation of the school or educational environment;

Electronic act means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager that results in the substantial disruption of the orderly operation of the school or educational environment.

Electronic acts of bullying are prohibited whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose;

Harassment means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and

Substantial disruption means without limitation that any one or more of the following occur as a result of the bullying:

- Necessary cessation of instruction or educational activities;

- **Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;**
- **Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or**
- **Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.**

Examples of "Bullying" may include but are not limited to a pattern of behavior involving one or more of the following:

- 1. Sarcastic "compliments" about another student's personal appearance,**
- 2. Pointed questions intended to embarrass or humiliate,**
- 3. Mocking, taunting or belittling,**
- 4. Non-verbal threats and/or intimidation such as "fronting" or "chesting" a person,**
- 5. Demeaning humor relating to a student's race, gender, ethnicity or personal characteristics,**
- 6. Blackmail, extortion, demands for protection money or other involuntary donations or loans,**
- 7. Blocking access to school property or facilities,**
- 8. Deliberate physical contact or injury to person or property,**
- 9. Stealing or hiding books or belongings, and/or**
- 10. Threats of harm to student(s), possessions, or others.**

Notes: A school employee who has reported violations under the school district's policy shall be immune from any tort liability which may arise from the failure to remedy the reported incident.

Legal Reference: A. C.A 6-18-514