

JDDC

Bullying (see EBC, GAAB, GAAE, JCE, JDD, JGEC, JGECA)

JDDC

The board of education prohibits bullying in any form, including electronic means, on or while using school property, in a school vehicle, or at a school-sponsored activity or event. The administration shall propose, and the board shall review and approve, a plan to address bullying on school property, in a school vehicle, or at a school-sponsored activity or event.

The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the board. Students who have bullied others in violations of this policy may be subject to disciplinary action, up to and including suspension and expulsion. If appropriate, student who violate the bullying prohibition shall be reported to local law enforcement.

Approved: 12/10/07 Revised: 12/13/10

JDDC – R **Bullying**

JDDC-R

Bullying Implementation Plan

People involved in the bullying implementation plan are students, parents, staff/teachers, administration, Site Council member, and law enforcement.

- A. Comprehensive program using a combination of interventions.
 - 1. This is a school wide plan
 - 2. Every classroom will implement the plan
 - 3. Every staff member will be trained on the plan in August of each year. There will be an inservice form each time an inservice is held.

- B. Create an environment characterized by positive adult involvement and firm limits of unacceptable behavior

- C. The identified key areas where bullying occurs are in the hallway and on the playground. To help limit the bullying, teachers will be in the hallway during passing periods and be mobile on the playground

- D. All accounts of bullying will be reported to the principal in a confidential setting through a Principal's Office Referral Form.

- E. Role of the students:
 - 1. Bystanders must understand they have the power to create and promote a school where bullying and cruelty is not tolerated.
 - 2. Students will attend school assemblies.

Approved: 12/10/07

USD 474 Haviland Anti-Bullying Student and Staff Handbook Information

Prohibition of Bullying, Intimidation, and Harassment

The Haviland Board of Education prohibits acts of bullying and harassment. The Board of Education has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards. Bullying or harassment, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and the school's ability to educate its students in a safe environment. Demonstration of appropriate behavior, treating others with civility and respect, and refusing to tolerate bullying or harassment is expected of staff, faculty, and volunteers in the district. Administrators are expected to provide positive examples for student behavior.

The Haviland School District is committed to a safe and orderly educational environment for all students, employees, volunteers, and patrons where there is freedom from bullying, intimidation, or harassment. "Bullying, harassment, or intimidation" means any intentional written, verbal, or physical act that:

- ✓ Physically harms a student or damages the student's property; or
- ✓ Has the effect of substantially interfering with a student's education; or
- ✓ Is severe, persistent, or pervasive so that it creates an intimidating or threatening education environment; or
- ✓ Has the effect of substantially disrupting the orderly operation of school.

Harassment or bullying is any gesture, any written, verbal, graphic, or physical act (including, but not limited to, electronically transmitted acts – i.e. internet, cell phone, personal digital assistant (pda), or wireless hand held device) that is reasonably perceived as being motivated either by any actual act or perceived characteristic such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic. Such behavior is considered bullying or harassment whether it takes place on school property, at any school-sponsored function, or in a school vehicle.

"Bullying" is conduct that meets all of the following criteria:

- Is directed at one or more students;
- Substantially interferes with educational opportunities, benefits, or programs of one or more students;
- Adversely affects the ability of a pupil to participate in, or benefit from, the school district's education programs or activities by placing the student in reasonable fear of physical harm or by causing emotional distress;
- Is based on the student's actual or distinguishing characteristic (see above), or is based on an association with another person who has, or is perceived to have, any of these characteristics.

Bullying, intimidation, or harassment can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawing cartoons poking fun of someone, pranks, gestures,

physical attacks, threats, or other written, oral, or physical actions. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

Since bystander support of bullying or harassment can support these behaviors, the district prohibits both active and passive support for acts of bullying or harassment. The staff should encourage students to support students who walk away from these acts when they see them, constructively attempt to stop them, or report them to the designated authority.

The Haviland Board of Education requires its school administrators to develop and implement procedures that ensure both the appropriate consequences and responses to a student or staff member who commits one or more acts of bullying or harassment. The following factors shall be given full consideration by school administrators in the development of the procedures for determining appropriate consequences and remedial measures for each act of bullying or harassment.

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for bullying, harassment, or intimidation also constitute violation of this policy.

Consequences for a student who commits an act of bullying or harassment shall be determined on a case by case method with the final determination being made by the building administrator(s).

The Haviland Board of Education requires the building principal to be responsible for determining whether an alleged act constitutes a violation of this policy. In doing so, the principal shall conduct a prompt, thorough, and complete investigation of each alleged incident.

The Haviland Board of Education prohibits reprisal or retaliation against any person who reports an act of bullying or harassment. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the building administrator after consideration of the nature, severity, and circumstances of the act.

The Haviland Board of Education prohibits any person from falsely accusing another as a means of bullying or harassment. The consequences and appropriate remedial action for a person found to have falsely accused another as a means of bullying or harassment may range from positive behavioral interventions up to, and including, suspension or expulsion.

The Haviland Board of Education requires school officials to annually disseminate the policy to all school staff, students, and parents, along with the statement explaining that it applies to all applicable acts of bullying or harassment that occur on school property, at school-sponsored functions, or on a school vehicle. The superintendent shall develop an annual process for discussing the school district policy on bullying and harassment with students and staff.

The school district shall incorporate information regarding the policy against bullying and harassment into each school employee handbook as well as all student handbooks.