

Lefors ISD Bullying Policy

Definition:

Bullying is characterized by the following three (3) criteria:

- It is aggressive behavior or intentional harm doing.
- It is carried out repeatedly over time.
- It occurs within an interpersonal relationship where there is an imbalance of power (e.g. one person is physically larger, stronger, mentally quicker or socially more powerful).

Bullying, as defined in this policy, refers to direct or indirect action, which may include but is not limited to:

- *Physical:* hitting, kicking, pushing, shoving, getting another person to hurt someone;
- *Verbal:* racial slurs, name-calling, teasing, taunting, verbal sexual harassment, gossiping, spreading rumor; or
- *Non-Verbal:* threatening, obscene gestures, isolation, exclusion, stalking, cyber-bullying (bullying that occurs by use of electronic or communication devices through means of email, instant messaging, text messages, blogs, photo and video sharing, chat rooms, bash boards, or websites)

Bullying is the intentionally harmful (electronic, written, verbal, non-verbal, psychological or physical) act or series of acts that is directed at another person, in and/or outside of a school setting or using school property and is severe, persistent, or pervasive and has the effect of doing the following:

1. Substantial interference with a student's education
2. Creation of a threatening environment
3. Substantial disruption of the orderly operation of the school

School setting means in the school, on school grounds, in school vehicles, at a designated school bus stop or at any activity sponsored, supervised or sanctioned by the school. **School property** means the school computer or telephone.

Authority:

Lefors ISD prohibits all forms of bullying.

Lefors ISD encourages students who have been bullied or witnesses bullying to immediately report such incidents to the principal or counselor.

Lefors ISD directs that complaints of bullying shall be investigated promptly and thoroughly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

Delegation for Responsibility:

Each adult and student shall be responsible to respect the rights of others and to ensure an atmosphere that is conducive to learning and free from bullying.

The Superintendent (or designee) shall develop administrative regulations to implement this policy.

The Superintendent (or designee) shall ensure that this policy and administrative regulations are reviewed annually with staff, students, and parents.

The Superintendent (or designee), in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to Lefors ISD .

Guideline:

The Student Code of Conduct, which shall contain this policy, shall be disseminated annually to students.

This policy will be reviewed with every district student within 90 days after the adoption by Lefors ISD , and annually by the first day of school thereafter.

Education:

The district shall implement research-based bullying prevention and intervention programs. Such programs shall provide training for district staff for effectively responding to, intervening in and reporting incidents of bullying.

Consequences for Violations:

Upon receipt of a complaint of bullying, the principal shall meet with the student(s) who is bullied and student(s) who bullies separately, starting with the student(s) who is bullied, and investigate the reported allegations.

If the allegations are confirmed, the principal or manager of non-instructional support services shall do the following:

1. Review the definition of bullying and the district's policy on bullying

2. Give the consequences for the behavior relative to the number of offenses and the severity of the behavior.
3. Notify the parents of the student(s) who bullies, including the actions of the student and the consequences.

A student who violates this policy shall be subject to the following disciplinary procedure:

- **First Offense:** Documented warning and parent notification
- **Second Offense:** Parent conference, loss of school privileges, exclusion from school-sponsored activities, detention, or counseling within the school
- **Third Offense:** In school suspension or out of school suspension
- **Repeated offence:** Principal discretion

Depending on the severity of the incident, cases of bullying may immediately warrant the disciplinary actions of a third offense and may result in expulsion and/or referral to law enforcement officials.

ANTI-BULLYING AGREEMENT

By signing this pledge, I/we agree to:

1. Value student’s differences and treat others with respect.
2. Not become involved in bullying incidents or be a bully.
3. Be aware of Lefors ISD’s policies and support system with regard to bullying.
4. Acknowledge that whether I am being a bully or see someone being bullied, if I don’t report or stop the bullying, I am guilty of supporting bullying.
5. Be alert in places around the school where there is less adult supervision and bullying is more likely to occur.
6. Support students who have been or are subject to bullying.
7. Work with other students, teachers, and administrators to help the school deal with bullying effectively if it should occur.
8. Be a good role model by upholding my pledge in supporting zero tolerance toward bullying.
9. Agree to abide by the rules and regulations set forth by Lefors ISD’s bullying policy. I understand the consequences of my actions if I choose to disobey these rules.
10. Understand that this policy is set in place to protect the safety of each student that is represented at Lefors ISD.

Student’s Signature _____ Date _____

Parent’s Signature _____ Date _____