

Bullying/Harassment Policy

Student Overview

What is bullying?

Bullying-

is defined as any gesture or written, verbal, graphic, or physical act (including electronically transmitted acts – i.e. internet, telephone or cell phone, personal digital assistant (PDA), or wireless hand held device) that, without regard to its subject matter or motivation, is intended or that a reasonable person would know is likely to harm one (1) or more students either directly or indirectly by doing any of the following:

- A. substantially interfering with educational opportunities, benefits, or programs of one (1) or more students;
- B. adversely affecting the ability of a student to participate in or benefit from the school district's educational programs or activities by placing the student in reasonable fear of physical harm or by causing substantial emotional distress;
- C. having an actual and substantial detrimental effect on a student's physical or mental health; and/or
- D. causing substantial disruption in, or substantial interference with, the orderly operation of the school.

What is bullying?

Bullying-

Bullying can be physical, verbal, psychological, or a combination of all three. Some examples of bullying are:

A. Physical – hitting, kicking, spitting, pushing, pulling; taking and/or damaging personal belongings or extorting money, blocking or impeding student movement, unwelcome physical contact.

B. Verbal – taunting, malicious teasing, insulting, name calling, making threats.

C. Psychological – spreading rumors, manipulating social relationships, coercion, or engaging in social exclusion/shunning, extortion, or intimidation. This may occur in a number of different ways, including but not limited to notes, emails, social media postings, and graffiti.

What is harassment?

Harassment-

includes, but is not limited to, any act which subjects an individual or group to unwanted, abusive behavior of a nonverbal, verbal, written or physical nature, often on the basis of age, race, religion, color, national origin, marital status or disability, but may also include sexual orientation, physical characteristics (e.g., height, weight, complexion), cultural background, socioeconomic status, or geographic location (e.g., from rival school, different state, rural area, city, etc.).

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District policy

- It is the policy of the District to provide a safe and nurturing educational environment for all of its students.
- This policy protects all students from bullying/aggressive behavior regardless of the subject matter or motivation for such impermissible behavior.

District policy

- This prohibition includes written, physical, verbal, and psychological abuse, including hazing, gestures, comments, threats, or actions to a student, which cause or threaten to cause bodily harm, reasonable fear for personal safety or personal degradation.
- Bullying or other aggressive behavior toward a student, whether by other students, staff, or third parties, including Board members, parents, guests, contractors, vendors, and volunteers, is strictly prohibited.

District policy

- This policy applies to all "at school" activities in the District, including activities on school property, in a school vehicle, and those occurring off school property if the student or employee is at any school sponsored, school approved or school-related activity or function, such as field trips or athletic events where students are under the school's control, or where an employee is engaged in school business.
 - Includes anything done on a HPS netbook
- Misconduct occurring outside of school may also be disciplined if it interferes with the school environment.

Procedures

- Every student is encouraged, and every staff member is required, to report any situation that they believe to be aggressive behavior directed toward a student.
 - Forms in office currently
 - Right next to the box
 - May be made anonymously
 - Drop box right by Mrs. Tew's desk
 - Will be a link on the HPS website to fill in as well
- Reports may be made anonymously, but formal disciplinary action may not be taken solely on the basis of an anonymous report.

Procedures

- The Principal (or other administrator as designated) shall promptly investigate and document all complaints about bullying, aggressive or other behavior that may violate this policy.
- The investigation must be completed as promptly as the circumstances permit and should be completed within three (3) school days after a report or complaint is made.

Procedures

- Parents or legal guardians of the alleged target(s), as well as of the alleged aggressor(s), shall be promptly notified of any complaint or investigation as well as the results of the investigation to the extent consistent with student confidentiality requirements.

Procedures

- Confidentiality will be maintained during the investigation process. However, a proper investigation will, in some circumstances, require the disclosure of names and allegations.
- Further, the appropriate authorities may be notified, depending on the nature of the complaint and/or the results of the investigation.

Investigation results

- If the investigation finds an instance of bullying or aggressive behavior has occurred, it will result in prompt and appropriate remedial action. This may include up to expulsion for students, up to discharge for employees, exclusion for parents, guests, volunteers and contractors, and removal from any official position and/or a request to resign for Board members.

Retaliation or false allegations

- Retaliation or false allegations against any person who reports, is thought to have reported, files a complaint, participates in an investigation or inquiry concerning allegations of bullying or aggressive behavior (as a witness or otherwise), or is the target of the bullying or aggressive behavior being investigated, is prohibited and will not be tolerated.
- Such retaliation shall be considered a serious violation of Board policy, independent of whether a complaint of bullying is substantiated. Suspected retaliation should be reported in the same manner as bullying/aggressive behavior.
- Making intentionally false reports about bullying/aggressive behavior for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated. Retaliation and intentionally false reports may result in disciplinary action as indicated above.

Right of the...

- Accused
 - Formal disciplinary action may not be taken solely on the basis of an anonymous report.
 - You have the right of due process. Any action taken by yourself that inhibits this investigation or attempts to alter this investigation is strictly prohibited. Retaliation or coercion shall be considered a serious violation of Board policy, independent of whether a complaint of bullying is substantiated.
 - If a false report has been received about you, pertaining to bullying/aggressive behavior, the person who intentionally made the false report may be subject to disciplinary action.

Full policy found in student handbook

Right of the...

- Alleged Target
 - If the investigation finds an instance of bullying or aggressive behavior has occurred, it will result in prompt and appropriate action.
 - If you experience retaliation because of an investigation, the person(s) responsible will receive disciplinary action.

Full policy found in student handbook

Right of the...

- Witnesses
 - Retaliation or false allegations against any person who reports, is thought to have reported, files a complaint, participates in an investigation or inquiry concerning allegations of bullying or aggressive behavior (as a witness or otherwise), or is the target of the bullying or aggressive behavior being investigated, is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy, independent of whether a complaint of bullying is substantiated.

Full policy found in student handbook

What the form looks like...

Name of accused: _____ Date of this report: _____

Incident date: _____ Incident time: _____ Grade level of accused: _____

Name of reporter: _____ (may be anonymous)

Location of alleged harassment:

- Classroom Courtyard
- Hallway Library
- Cafeteria Gym
- Bathroom Locker room
- Bus zone Computer lab
- Parking lot Other:
- Field trip/spec. event

Names of Witnesses, if any:

Describe the incident below: **(please include name of alleged target)**

Signature of Person Making the Report

Signature of Person Taking the Report (if needed)



Questions?

- Feel free to contact any administrator or staff member if you have any questions or concerns!