

SOUTHEASTERN GREENE SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ANTI-BULLYING

ADOPTED: November 15, 2011

REVISED:

The Southeastern Greene School District is committed to a safe and civil educational environment for all students, employees, volunteers and patrons, free from bullying. We are committed to providing a bully free school district for our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone knowing that bullying is happening is expected to tell the staff.

Objective of this Policy:

- All individuals, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All individuals, teaching and non-teaching staff, should know what the school policy is on bullying, and follow the policy when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What is Bullying:

For the purpose of this Policy, “bullying” shall mean an intentional electronic, written verbal or physical act, or a series of acts:

- (1) directed at another student or students;
- (2) which occurs in the school setting;
- (3) that is severe, persistent or pervasive; and
- (4) that has the effect of doing any of the following;
 - (i) substantially interfering with a student’s education;
 - (ii) creating a threatening environment; or
 - (iii) substantially disrupting the order

“school setting” shall mean in the school, on school grounds, in school vehicles, at a designate bus stop or at any activity sponsored, supervised or sanctioned by the school.

	<p>Bullying can be:</p> <p>Emotional being unfriendly, including, tormenting (a.g. hiding books, threatening gestures)</p> <p>Physical pushing, kicking, hitting, punching or any use of violence</p> <p>Racist racial taunts, graffiti, gestures</p> <p>Sexual unwanted physical contact or sexually abusive comments</p> <p>Homophobic because of, or focusing on the issue of sexuality</p> <p>Cyber All areas of internet, such as email. And internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities</p> <p>Disability intimidation or abusive behavior based on a disability including</p> <p>Harassment name calling, and nonverbal behavior such as gestures, written statements, or behavior physically threatening, harmful, or humiliating</p> <p>This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of bullying may still be prohibited by other District policies or building ,classroom, or program rules.</p> <p>Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact of 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 also constitutes violations of this policy.</p> <p>The Superintendent is authorized to direct the development and implementation of procedures addressing the elements of this policy, consistent with the complaint and investigation components of the procedure.</p> <p>Prohibition of Bullying</p> <p style="text-align: center;">Informal Complaint Process</p> <p>Anyone may use informal procedures to report and resolve complaints of bullying. At the building level, programs may be established for receiving anonymous complaints. Such complaints must be appropriately investigated and handled consistent with due process requirements. Informal reports may be made to any staff member, although staff shall always inform complainants of their right to , and the process for, filing a formal complaint to the building principal. Staff shall also direct potential complaints to an appropriate staff member who can explain the informal and formal complaint process and what a complainant can expect. Staff shall also</p>
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	<p>inform the building principal when they receive complaints of bullying, especially when the complaint is beyond their training to resolve or alleges serious misconduct.</p> <p>Informal remedies include an opportunity for the complainant (s) to explain to the alleged perpetrator that the conduct is unwelcome, disruptive, or inappropriate either in writing or face-to-face, a statement from a staff member to the alleged perpetrator that the alleged conduct is not appropriate and could lead to discipline if proven or repeated; or a general public statement from a staff member to the alleged perpetrator that the alleged conduct is not appropriate and could lead to discipline if proven or repeated; or a general public statement from an administrator in a building reviewing the District bullying policy without identifying the complainant, parent guardian, or because the District believes the complaint needs to be more thoroughly investigated.</p> <p style="text-align: center;">Formal Complaint Process</p> <p>Anyone may initiate a formal complaint of bullying, even if the informal complaint process is being utilized. A formal complaint shall be submitted to the building principal, who is the designated person to receive formal complaints of incidents of alleged bullying. Complainants (s) should not be promised confidentiality at the onset of an investigation. It cannot be predicated on what will be discovered or what kind of hearing may result. Efforts should be made to increase the confidence and trust of the person making the complaint. The District will fully implement the anti-retaliation provisions of this policy to protect complainant(s) and witness 9es). Student complainants and witnesses may have a parent or trusted adult with them, if requested, during any District initiated investigation. The superintendent or building principal may conclude that the District needs to conduct an investigation based on information in their possession regardless of the complainant's interest in filing a formal complaint. The following process shall be followed:</p> <ul style="list-style-type: none">A. All formal complaints shall be in writing within ten (10) days of incident and shall be submitted to the building principal. Formal complaints shall set forth the specific acts, conditions or circumstances alleged to have occurred that may constitute bullying. The District may draft the complaint based on the report of the complaint, for the complainant to review and sign.B. Regardless of the complainant's interest in filing a formal complaint, the District may need to draft a formal complaint based on the information the District possesses.C. The District shall investigate all formal, written complaints of bullying, and other information in the District's possession that may require further investigation.D. When the investigation is completed, the District shall respond to the
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	<p>complaint with the results of the investigation. If the matter has not been resolved to the complainant's satisfaction, the building principal or superintendent shall take further action on the report.</p> <p>E. The building principal, or superintendent or designee, shall respond in writing to the complainant and the accused within ten (10) days, stating:</p> <ol style="list-style-type: none">1. The District intends to take corrective action, or2. That the investigating is incomplete to date and will be continuing, or3. That the District does not have adequate evidence to conclude that bullying occurred. <p>F. Corrective measures deemed necessary will be instituted as quickly as possible, but in no event more than ten (10) days after the building principal's or superintendent's written response, unless the accused is appealing the imposition of discipline and the District is barred by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded.</p> <p>Students will be provided with age-appropriate information on the recognition and prevention of bullying, and their rights and responsibilities under this and other District policies and rules, and this will be reviewed with students at student orientation sessions or at least once a school year. Students, teachers and parents shall be provided with copies of this policy and procedures and the appropriate resources on the recognition and prevention of bullying. A copy of this policy will be posted in each classroom; it shall be posted on the District's website; it shall be posted in a prominent location within each school building where notices are usually posted; and it shall be included in the Code of Student Conduct. This policy shall be reviewed at least every three (3) years and it shall be annually provided to the Office of Safe Schools.</p> <p>Outcome</p> <p>If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the District shall take prompt, corrective action to ensure that such conduct ceases and will not recur.</p> <p>Disciplinary actions shall be consistent with the District's Student Code of Conduct, Board Policies and District procedures, applicable collective bargaining agreements, and state and federal laws.</p> <p>The bully (bullies) may be asked to genuinely apologize. Other consequences may take place. In serious cases, suspension or even exclusion will be imposed. If possible, the pupils will be reconciled. After the incident</p>
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	(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
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