

Anti-Bullying Policy

Bullying in any form by any student, staff member, or parent towards a student or a staff member on or while using school property, in a school vehicle or at a school sponsored activity or event, is prohibited.

The administration shall propose, and the Board of Education shall review and approve, a plan to address bullying as prohibited herein. The plan shall include provisions for the training and education of staff members.

Staff members who bully others in violation of this policy may be subject to disciplinary action, up to and including suspension or termination. If appropriate, staff members who violate the bullying prohibition shall be reported to local law enforcement.

For the purposes of this policy, the term "bullying" shall have the meaning ascribed to it in Kansas law, and shall include any intentional gesture or any intentional written, verbal, electronic, or physical act or threat, either by any student, staff member, or parent towards a student, or by any student, staff member or parent towards a staff member, that is sufficiently severe, persistent, or pervasive that it constitutes intimidation or harassment or creates an intimidating, threatening, or abusive educational environment that a reasonable person under the circumstances, knows or should know will have the effect of:

- *Harming a student or staff member, whether physically or mentally;

- *Damaging a student's or staff member's property;

- *Placing a student or staff member in reasonable fear of harm; or

- *Placing a student or staff member in reasonable fear of damage to the student's or staff member's property,

and also includes cyberbullying, the use of any electronic communication device through means including, but not limited to, email, instant messaging, text messages, blogs, mobile phones, pagers, online games, and websites.

For the purposes of this policy, "parent" includes a biological, adoptive or step-parent, guardian, custodian, or other person with legal authority over the student.

Similarly, a "staff member" means any person employed by the district. Any act of bullying by either an individual student or group of students toward a student or staff member of the district is prohibited on or while utilizing school property, in a school vehicle, or at school sponsored activities, programs, and events. Conduct that began off school grounds or school property but enters school facilities or property and disrupts the normal school day or activity constitutes an act of bullying in violation of this

policy. This policy applies to students who directly engage in an act of bullying, to students who by their behavior support another student's act of bullying, and to all staff members and parents who engage in similar behaviors.

Training concerning identifying, reporting, investigating, and preventing bullying behaviors shall be provided to students and staff members using District resources available for such purpose and shall be provided through staff development or other appropriate forums at least annually.

No teacher, administrator, or school district employee shall engage in, permit, or tolerate bullying.

Retaliation against a victim, good faith reporter, or a witness to bullying is prohibited. A student or staff member who engages in an act of bullying, reprisal, retaliation or false reporting bullying shall be subject to discipline. The administration may take into account the following factors when determining an appropriate disciplinary action for such prohibited conduct: the ages, developmental and maturity levels and special education needs of the parties involved, and the severity of the behavior.

Single offenses or a series of offenses over time that are severe in nature may result in discipline up to and including suspension, expulsion or termination from employment. Parents who participate in bullying conduct aimed at students or staff members may be denied access to District facilities, District property, school sponsored activities, programs and events, and access to district students and staff members through the district's communication systems. Bullying behaviors will be reported to local law enforcement.

Adopted by the Northeast U.S.D. No. 246 Board of Education at its regular meeting on Monday, March 12, 2018.