

**BALD EAGLE
AREA
SCHOOL DISTRICT**

SECTION: PUPILS
TITLE: BULLYING/
CYBERBULLYING
ADOPTED: July 12, 2012
REVISED: June 11, 2015
July 11, 2019
August 11, 2022

<p>1. Purpose</p> <p>2. Definitions SC 1303.1-A</p>	<p style="text-align: center;">249. BULLYING/CYBERBULLYING</p> <p>The Board is committed to providing a safe, civil, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, presents an obstacle to social/emotional development of students, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.</p> <p>Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students (that is severe, persistent or pervasive) and which occurs in a school setting or during any school-related/sponsored activity and/or outside the school setting and the bullying/cyberbullying creates a hostile environment at the school for the victim, or materially or substantially disrupts the educational process or orderly operation of the school as determined by the school administrator and again has the effect of doing any of the following:</p> <ol style="list-style-type: none"> 1. Substantial interference with a student’s education. 2. Creation of a threatening environment. 3. Substantial disruption of the orderly operation of the school. <p>Bullying, as defined in this policy, includes cyberbullying.</p> <p>Bullying consists of a pattern of repeated harmful behavior by a person with more physical or social power toward a less powerful person. This may include a wide variety of behaviors, with deliberate intent to hurt, embarrass, or humiliate the other person. Researchers have identified four (4) forms of bullying:</p> <ol style="list-style-type: none"> 1. Physical - the most commonly known form; includes hitting, kicking, spitting, pushing and taking personal belongings. 2. Verbal - includes taunting, malicious teasing, name-calling, and making threats. 3. Psychological or Relational - involves spreading rumors, manipulating social relationships, and engaging in social exclusion or intimidation.
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<p>SC 1303.1-A</p> <p>3. Authority SC 1303.1-A</p>	<p>4. Cyberbullying – the severe, persistent or pervasive use of digital communication tools (such as the internet and cell phones) to make another person feel angry, sad, or scared. Examples of cyberbullying include but are not limited to, sending hurtful texts or messages, posting or sharing embarrassing photos or videos, and spreading mean rumors online.</p> <p>Bullying includes unwelcome verbal, written or physical conduct directed at a student by another student that has the intent of or effect of:</p> <ol style="list-style-type: none"> 1. Physically, emotionally or mentally harming a student. 2. Damaging, extorting or taking a student’s personal property. 3. Placing a student in reasonable fear of physical, emotional or mental harm. 4. Placing a student in reasonable fear of damage to or loss of personal property. 5. Creating an intimidating or hostile environment that substantially interferes with a student’s educational opportunities. <p>The term bullying shall not be interpreted to infringe upon a student’s right to engage in legally protected speech or conduct.</p> <p>School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school and on the way to and from school.</p> <p>The Board prohibits all forms of bullying by district students.</p> <p>The Board encourages students who have been bullied to promptly report such incidents to the building principal or designee.</p> <p>Students are encouraged to use the district’s report form, available from the building principal, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.</p> <p>The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. If the behavior is found to meet the definition of bullying, written documentation shall be submitted to the building principal. The building principal or designee will inform parents/guardians of the victim and person accused. Confidentiality of all parties</p>
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<p>4. Delegation of Responsibility</p> <p>SC 1303.1-A</p> <p>SC 1303.1-A</p> <p>SC 1303.1-A</p>	<p>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.</p> <p>The Board directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under other Board policies.</p> <p>When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, district staff shall report the student to the threat assessment team, in accordance with applicable law and Board policy.</p> <p><u>Title IX Sexual Harassment and Other Discrimination</u></p> <p>Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of a bullying investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.</p> <p>Each student and staff member shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.</p> <p>The Superintendent or designee shall develop administrative regulations to implement this policy.</p> <p>The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.</p> <p>The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.</p> <p>District administration shall annually provide the following information with the Safe School Report:</p> <ol style="list-style-type: none"> 1. Board’s Bullying Policy. 2. Report of bullying incidents. 3. Information on the development and implementation of any bullying prevention, intervention or education programs.
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<p>5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p> <p>SC 1302-A, 1303.1-A Pol. 236</p>	<p>The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.</p> <p>This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district web site, if available.</p> <p><u>Education</u></p> <p>The district shall develop and implement bullying prevention and intervention programs where appropriate. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.</p> <p><u>Investigation Procedures</u></p> <p>Step 1 – Reporting</p> <p>A student or third party who believes s/he has been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to the building principal or a district employee.</p> <p>A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal.</p> <p>If the building principal is the subject of a complaint, the student, third party or employee shall report the incident directly to the Superintendent.</p> <p>The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.</p> <p>Step 2 - Investigation</p> <p>Upon receiving a complaint of bullying, the building principal shall immediately investigate the complaint, unless the building is the subject of the complaint or is unable to conduct the investigation.</p> <p>The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.</p>
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<p>SC 1303.1-A Pol. 218, 233</p>	<p>The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded.</p> <p>The findings of the investigation shall be provided to the parents of the accused student and the complainant.</p> <p>Step 3 – Investigative Report</p> <p>The building principal shall prepare a written report within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantially as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.</p> <p>The investigative report shall be retained by the principal/designee and forwarded to the Superintendent as appropriate.</p> <p>Step 4 – District Actions</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><u>Consequences For Violations</u></p> <p>A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:</p> <ol style="list-style-type: none">1. Counseling within the school.2. Parental conference.3. Loss of school privileges.4. Transfer to another school building, classroom or school bus.5. Exclusion from school-sponsored activities.6. Detention.7. Suspension.8. Expulsion.
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	<p>9. Counseling/Therapy outside of school.</p> <p>10. Referral to law enforcement officials.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1302-A, 1303.1-A</p> <p>State Board of Education Regulations – 22 PA Code Sec. 12.3</p> <p>Board Policy – 000, 218, 233, 236, 248</p>
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