

BULLYING POLICY ACTION PLAN (JDDCA)

Bullying

Riverside USD 114 Schools are committed to providing a safe, positive, productive, and safe educational environment for all of its students. Our school encourages the promotion of positive interpersonal relationships between members of the school community. Aggressive behavior toward a student or staff member, whether by other students, staff, or third parties is strictly prohibited and will not be tolerated. This prohibition includes physical, verbal, and psychological abuse. The school will not tolerate any comments, threats, or actions, which cause or threaten to cause bodily harm or personal degradation. This applies to all activities in the District, including activities on school property or while traveling on school transportation and those occurring off school property if the student or employee is at any school-sponsored activity, such as field trips or athletic events where students are under the school's control, or where an employee is engaged in school business.

Bullying is defined as any intentional gesture or any written, verbal, or physical act or threat that is sufficiently severe, persistent, or pervasive that creates an intimidating, threatening or abusive educational environment for a student or staff member that a reasonable person, under the circumstances, knows or should know will have the effects of:

- a) Harming a student or staff member, whether physically or mentally;
- b) Damaging a student's or staff member's property;
- c) Placing a student or staff member in reasonable fear of harm to the student or staff member;
- d) Placing a student or staff member in reasonable fear of damage to the student's or staff member's property;
- e) Any form of intimidation or harassment prohibited by the board of education of the school district in policies concerning bullying adopted pursuant to this section or subsection (e) of KSA 72-8205 and amendments thereto.

Conduct which is not bullying policy

For the purpose of this policy, bullying does not mean mere teasing, put-downs, "talking trash", trading insults, or similar interactions among friends, nor does it include expression of ideas or beliefs so long as such expression is not lewd, profane, or does not interfere with students ability to learn, the instructional program, or the operations of the school. This does not preclude teachers or school administrators from setting and enforcing rules for civility, courtesy, and/or responsible behavior in the classroom and the school environment.

Bullying determination

The determination whether a particular conduct constitutes bullying requires reasonable consideration of the circumstances, which include the frequency of the behavior at issue, the location in which the behavior occurs, the ages and

maturity of the students involved, the activity or context in which the conduct occurs, and the nature and severity of the conduct.

Reporting of bullying

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. All complaints about aggressive behavior that may violate this policy shall be promptly investigated. Reports shall be made to any faculty member or the principal. All reports will be investigated by the principal.

Bullying sanctions

Level 1 Offense:

- First offense-verbal apology, promise not to repeat and/or behavior contract, detention
- Second Offense-1-5 days in school suspension
- **Level 2 Offense:**
- First offense-1-5 days out of school suspension-
- **Level 3 Offense:**
- First offense-3 days up to one calendar year out of school suspension-

The building administrator will make a determination regarding the level of offense based on the severity of the infraction.

Examples of Level One Offense

Threatening gestures, defacing property, insulting remarks, calling names, insulting gestures, spreading rumors, teasing publicly about clothes, gossiping, looks, etc.

Examples of Level Two Offenses

Threatening physical harm, damaging property, harassing with cell phone at school, insulting your physical characteristics, race, color, religion, ethnicity, gender, disability, or sexual orientation, degrading notes, degrading electronic messages, posting slander in public places, extortion.

Examples of Level Three Offenses

Practicing extortion (such as taking money), graphic threats, threatening to keep someone silent, destroying property, setting fires, physical cruelty, assault with a weapon, repeated harassment because of bias against your race, religion, ethnicity, gender, disability, or sexual orientation, and arranging public humiliation.

Legal Consequences

Many of the above-mentioned behaviors are against the law, therefore, in addition to school discipline consequences, all violations of the law will be reported to the appropriate law enforcement agencies.

Cyber Bullying

Cyber bullying is defined as the use of e-mails, cell phones, pagers, text messages, instant messaging, defamatory websites, defamatory online personal polling websites, and chat rooms to intimidate or to cause harm to student or staff member. Cyber bullying will not be tolerated and will be treated as a Level II

offense. This includes, both on campus and off campus cyber bullying that causes at substantial and material disruption of the school environment.

Peer Conflict is not bullying.