

Armored School District
Anti-Bullying Policies
2023-2024

Elementary School (pg. 27 in Student Handbook)

Anti-Bullying Policy

Respect for the dignity of others is a cornerstone of civil society. Bullying creates an atmosphere of fear and intimidation, robs a person of their dignity, detracts from the safe environment necessary to promote student learning, and will not be tolerated by the Board of Directors. Students who are bullying another person shall be held accountable for their actions whether it occurs on the school grounds, off school grounds at a school sponsored or approved function, activity, or event; going to or from school or a school activity in a school vehicle or school bus; or at designated school bus stops.

Definition:

Bullying is any pattern of behavior by a student, or a group of students, that is intended to harass, intimidate, ridicule, humiliate, or instill fear in another child or group of children. Bullying behavior can be a threat of, or actual, physical harm or it can be verbal abuse of the child. Bullying is a series of recurring actions committed over a period of time directed toward one student, or successive, separate actions directed against multiple students.

Examples of “Bullying” may include but are not limited to a pattern of behavior involving one or more of the following:

1. Sarcastic “compliments” about another student’s personal appearance, 2. Pointed questions intended to embarrass or humiliate,
3. Mocking, taunting or belittling,
4. Non-verbal threats and/or intimidation such as “fronting” or “chesting” a person,
5. Demeaning humor relating to a student’s race, gender, ethnicity or personal characteristics,
6. Blackmail, extortion, demands for protection money or other involuntary donations or loans,
7. Blocking access to school property or facilities,
8. Deliberate physical contact or injury to person or property,
9. Stealing or hiding a book or belongings, and/or
10. Threats of harm to student(s), possessions, or others.
11. Sexual harassment as governed by policy 4.27 and/or
12. Teasing or name-calling related to sexual characteristics or that an individual is not conforming to expected gender roles.

Electronic acts of bullying that results in the substantial disruption of the orderly operation of the school or educational environment are prohibited, whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school and has a high likelihood of succeeding in that purpose.

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Students are encouraged to report behavior they consider to be bullying; including a single action which if allowed to continue, would constitute bullying, to their teacher or the building principal. The report may be made anonymously. Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the principal. Parents or legal guardians may submit written reports of incidents they feel constitute bullying, or if allowed to continue would constitute bullying to the principal. The principal shall be responsible for investigating the incident(s) to determine if disciplinary action is warranted.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. In determining the appropriate disciplinary action, consideration may be given to other violations of the Student Handbook which may have simultaneously occurred.

Notice of what constitutes bullying, the District's prohibition against bullying, and the consequences for students who bully shall be conspicuously posted in every classroom, cafeteria, restroom, gymnasium, auditorium, and school bus. Parents, students, school volunteers, and employees shall be given copies of the notice.

Copies of this policy shall be available upon request.

Notes: The Act permits different consequences depending on the age or grade of the bullying student. Example: a student might be disciplined both for bullying and sexual harassment, in an appropriate situation, or bullying and assault. Bullying is against the rules and can get you in trouble, suspended, or expelled. If someone bullies you, or you see someone being bullied, get help by telling an adult.

Consequences:

First offense Choice of corporal punishment or three days in-suspension, session of anti-bullying with school counselor and parent conference.

Second offense Five days In-school suspension or three days out-of-school suspension, notification of Sheriff's Department and second parent conference.

Third offense Three days out-of-school suspension, notification of Sheriff's Department and third parent conference.

Fourth offense Five days out-of-school suspension, notification of Sheriff's Department and fourth parent conference.

Fifth offense Ten days out-of-school suspension and recommendation for expulsion.

***If the actions are severe enough and severe physical harm has occurred, steps may be skipped and more severe punishment administered at the discretion of the administration.*

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High School (pg. 50 in Student Handbook)

Bullying

Respect for the dignity of others is a cornerstone of civil society. Bullying creates an atmosphere of fear and intimidation, robs a person of his/her dignity, detracts from the safe environment necessary to promote student learning, and will not be tolerated by the Board of Directors. Students who bully another person (student and/or teacher) shall be held accountable for their actions whether they occur on school equipment or property; off school property at a school sponsored or approved function, activity, or event; going to or from school or a school activity in a school vehicle or school bus; or at designated school bus stops.

A school principal, or designee, who receives a credible report or complaint of bullying shall promptly investigate the complaint or report and make a record of the investigation and any action taken as a result of the investigation.

Definitions:

“Attribute” means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, academic status, disability, gender, gender identity, physical appearance, health condition, or sexual orientation;

“Bullying” means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated and that causes or creates actual or reasonably foreseeable:

- Physical harm to a public-school employee or student or damage to the public-school employee's or student's property;
- Substantial interference with a student's education or with a public-school employee's role in education;
- A hostile educational environment for one (1) or more students or public-school employees due to the severity, persistence, or pervasiveness of the act; or
- Substantial disruption of the orderly operation of the school or educational environment;

“Electronic act” means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager that results in the substantial disruption of the orderly operation of the school or educational environment.

Electronic acts of bullying are prohibited whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose;

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“Harassment” means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and

“Substantial disruption” means without limitation that any one or more of the following occur as a result of the bullying:

- Necessary cessation of instruction or educational activities;
- Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;
- Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or
- Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.

Cyberbullying of School Employees is expressly prohibited and includes, but is not limited to:

- Building a fake profile or website of the employee;
- Posting or encouraging others to post on the Internet private, personal, or sexual information pertaining to a school employee;
- Posting an original or edited image of the school employee on the Internet;
- Accessing, altering, or erasing any computer network, computer data program, or computer software, including breaking into a password-protected account or stealing or otherwise accessing passwords of a school employee; making repeated, continuing, or sustained electronic communications, including electronic mail or transmission, to a school employee;
- Making, or causing to be made, and disseminating an unauthorized copy of data pertaining to a school employee in any form, including without limitation the printed or electronic form of computer data, computer programs, or computer software residing in, communicated by, or produced by a computer or computer network;
- Signing up a school employee for a pornographic Internet site; or
- Without authorization of the school employee, signing up a school employee for electronic mailing lists or to receive junk electronic messages and instant messages.

Examples of "Bullying" may also include but are not limited to a pattern of behavior involving one or more of the following:

- Sarcastic comments "compliments" about another student's personal appearance or actual or perceived attributes,
- Pointed questions intended to embarrass or humiliate,
- Mocking, taunting or belittling,
- Non-verbal threats and/or intimidation such as “fronting” or “chesting” a person,

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- Demeaning humor relating to a student's actual or perceived attributes,
- Blackmail, extortion, demands for protection money or other involuntary donations or loans,
- Blocking access to school property or facilities,
- Deliberate physical contact or injury to person or property,
- Stealing or hiding books or belongings,
- Threats of harm to student(s), possessions, or others,
- Sexual harassment, as governed by policy 4.27, is also a form of bullying, and/or
- Teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct or is homosexual, regardless of whether the student self-identifies as homosexual or transgender (Examples: "Slut", "You are so gay.", "Fag", "Queer").

Students are encouraged to report behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, to their teacher or the building principal. The report may be made anonymously. Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the principal, or designee. Parents or legal guardians may submit written reports of incidents they feel constitute bullying, or if allowed to continue would constitute bullying, to the principal, or designee. The principal, or designee, shall be responsible for investigating the incident(s) to determine if disciplinary action is warranted.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. In determining the appropriate disciplinary action, consideration may be given to other violations of the student handbook, which may have simultaneously occurred. In addition to any disciplinary actions, the District shall take appropriate steps to remedy the effects resulting from bullying.

Notice of what constitutes bullying, the District's prohibition against bullying, and the consequences for students who bully shall be conspicuously posted in every classroom, cafeteria, restroom, gymnasium, auditorium, and school bus. Parents, students, school volunteers, and employees shall be given copies of the notice.

Copies of this policy shall be available upon request.

Cyber Bullying

- Cyber bullying occurs when students use any electronic device including telephone, cell phone, wireless communication devices, computer, or pager as a means to harass another student or staff member. ACT 115 applies to **electronic acts** whether or not it originated on

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school property or with school equipment if the electronic act is directed specifically at students or school personnel.

- **Electronic act** means without limitation a communication or image transmitted by means of an electronic device, including without limitation, a telephone, wireless phone or other wireless communications device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager that results in the substantial disruption of the orderly operation of the school or educational environment.
- Electronic acts of bullying are prohibited whether or not the electronic act originated on school property or with equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a likelihood of succeeding in that purpose;

The punishment will take the form of suspension, a recommendation for expulsion, and notification of the police if necessary.

Some things you might do if you are being bullied:

1. Tell a friend
2. Walk away
3. Chill out
4. Try not to be alone
5. Do not fight back
6. Write it down
7. Tell counselor, teacher, principal, or superintendent

The Armored School District has an obligation to and is committed to providing a safe learning environment for each of its students and staff.

Bullying Consequences:

Minimum to Maximum Discipline measures may be a minimum of a warning to a maximum of expulsion

- **First Offense:** Three Days In-School Suspension, Session on Bullying with School Counselor and Parent Conference.
- **Second Offense:** Three Days Out-of-School Suspension, Notification of Sheriff's Department and Second Parent Conference.
- **Third Offense:** Three Days Out-of-School Suspension, Notification of Sheriff's Departments and Third Parent Conference
- **Fourth Offense:** Five Days Out-of-School Suspension, Notification of Sheriff's Department and Fourth Parent Conference with warning of possible Expulsion.
- **Fifth Offense:** Ten Days Out-of-School Suspension and Recommendation for Expulsion

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(If the actions are severe enough and severe physical harm has occurred, steps may be skipped, and more severe punishment administered at the discretion of the administration.)

The Armored School District has an obligation to and is committed to providing a safe learning environment for each of its students and staff.

- Student achievement is best attained in an atmosphere that is free from the fear of emotional and physical intimidations and threats.
- Bullying is a destructive behavior that will erode the foundation of principles on which a school is built.
- This school will not tolerate any behavior that is classified under the definition of bullying and will take steps needed to eliminate such behavior.
- Believing that prevention is the strongest means available in eliminating bullying, this school will offer programs and educational material regarding the nature of bullying, its consequences should a child choose to engage in this type of behavior and the procedures for reporting an incident which involves bullying.
- The information will emphasize that this district will not tolerate bullying and that the school employees, volunteers, and students are encouraged to report any instances of bullying without fear of consequences.
- Any report will take into account the age of the offending student, the level of the seriousness of the behavior and whether or not the offending student has developed a habit of engaging in bullying behavior. Appropriate measures will be taken in dealing with such students.
- For the purpose of this policy, bullying is defined as any written or verbal expression or physical act or gesture, or a pattern thereof, that is intended to cause distress or fear upon one or more student(s).

A student will be found violating this policy if their conduct has been found to have the effect of humiliation and embarrassment on a student, and is sufficiently severe, persistent or pervasive that it limits the student's ability to participate in, or benefit from, an educational program or activity.