USD 493 Columbus Anti-Bullying Policy
Updated: July 8, 2013

Policy Statement

USD 493 Columbus prohibits bullying in any form either by any student, staff member, or parent towards a student or by a student, staff member, or parent towards a staff member on or while using school property, in a school vehicle or at a school sponsored activity or event. For the purpose of this policy, the term "bullying" shall have the meaning ascribed to it in Kansas law.

Expected Behavior

Students who have bullied others in violation of this policy may be subject at the discretion of the administration and Board of Education, to disciplinary action, up to and including suspension and expulsion. If appropriate, any student who violates the bullying policy shall be reported by the administration to local law enforcement.

Bullying Definition

"Bullying" is defined as any intentional gesture or any intentional written, verbal, electronic (cyberbullying), 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 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 to the student or staff member; or
• Placing a student or staff member in reasonable fear of damage to the student's or staff member's property.

"Cyberbulling" means bullying by use of any electronic communication device through means including, but not limited to e-mail, instant messaging, text messages, blogs, mobile phones, pagers, online games and websites.

Bullying is an intentional, aggressive and repeated behavior that involves an imbalance of power or strength. The various forms include: physical, Verbal, Emotional, Sexual, racial, Cyber and Hazing.

Bullying is not a one-time incident with hurt feelings, students not getting along, a disagreement with a peer, or mutual escalation.

<u>Student Handbook</u>

In the student handbook administrators are given various options to address bullying behavior and harassment in our schools. Not every situation can be defined. Administrators will work to keep the environment safe for all students.

<u>Response to Bullying</u>

Staff
- Take all reports seriously.
- Closely supervise all students.
- Take immediate action if bullying is observed or suspected.
- Provide information to bully, bystander, and victim.
- Report to administration.

Students
- Report bullying to a staff member.
- Refuse to participate in bullying.
- Make it socially unacceptable to bully.

Families
- Talk with and monitor your child.
- Let your child know that you take bullying seriously.
- Develop clear and consistent rules for your child's behavior.
- Build on your child's positive attributes.
- Work with the school or report, stop, and prevent bullying.
- If you have questions or concerns please contact your child's school.

<u>Retaliation</u>

Retaliation against a victim, good faith reporter, or a witness to bullying is prohibited. A person who engages in an act of bullying, reprisal, retaliation or false reporting of bullying, shall be subject to discipline in accordance with school district policy and procedures.

<u>Staff Members</u>

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

<u>Parent Bullying</u>

Parents participating in prohibited bullying conduct aimed at district students and/or staff members may jeopardize their access to district facilities; district property; school sponsored activities, programs, and events; and/or district students and/or staff members

through the district's communication systems. As appropriate, reports to local law enforcement will be filed to report criminal bullying behaviors.