

	249. BULLYING, CYBERBULLYING, AND HARASSMENT
1. Purpose	The Board strives to provide a safe, positive learning climate for students in the schools. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, it shall be the policy of the district to maintain an educational environment in which harassment in any form is not tolerated.
2. Definitions	In addition to harassment as defined in Policy 248, the following definition(s) applies to bullying .
	<p>Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting, that is severe, persistent or pervasive and 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 through: <ol style="list-style-type: none"> a. an attempt to place the person in reasonable fear or bodily injury. b. an intent to cause substantial emotional distress to the person. c. use of hostile, offensive, or derogatory remarks. d. physical interference with another student’s movements. 5. Substantial disruption of the orderly operation of the school.
	Bullying , as defined in this policy, includes cyberbullying via any form of electronic communication including, but not limited to phone, text messaging, internet, websites, email, blogs, chat rooms, and/or instant messaging.
SC 1303.1-A	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.
3. Authority SC 1303.1-A	In conjunction with other policies regarding harassment, the Board prohibits all forms of bullying of students by all district students or employees.
	The Board encourages students who have been harassed or bullied to report promptly such incidents to the designated staff members which include building principals, teachers, counselors, nurses, employees, or administrators.

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<p>SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p>	<p>The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals nor retaliation shall occur as a result of good faith charges of harassment or bullying.</p>
	<p>The district shall inform students, staff, parents/guardians, independent contractors and volunteers that harassment or bullying of students will not be tolerated, by a variety of methods including publication in handbooks and presentations to students and staff when appropriate.</p>
	<p>This policy shall be:</p>
	<ol style="list-style-type: none"> 1. Posted on the district's publicly accessible Internet web site. 2. Posted in every district classroom. 3. Posted at a prominent location in each school building where such notices are usually posted. 4. Posted in the Code of Student Conduct and disseminated annually to students. 5. Reviewed with students within ninety (90) days of adoption and at least once each school year thereafter.
<p>SC 1302-A, 1303.1-A</p>	<p>The district may develop and implement bullying prevention and intervention programs. Such programs may provide district staff and students with appropriate training for effectively preventing, responding to, intervening in, reporting, and disciplining incidents of bullying.</p>
<p>4. Delegation of Responsibility</p>	<p>Each staff member shall be responsible to maintain an educational environment free from all forms of bullying. All employees must report all reported or observed incidents to the building principal or assistant principal.</p>
	<p>Each student, administrator, and teacher shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.</p>
	<p>Students shall be informed that they may choose to report bullying complaints to building principals, teachers, counselors, nurses, employees, or administrators.</p>
	<p>If the building principal is the subject of a complaint, the student shall report the</p>

	complaint directly to the Superintendent or designated administrator.
	The Superintendent or designee may develop administrative regulations to implement this policy.
SC 1303.1-A	The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed at least annually with students.
SC 1303.1-A	The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and make recommendations for any necessary revisions to the Board.
SC 1303.1-A	District administration shall annually provide the following information with the Safe School Report:
	<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.
5. Guidelines	When a student believes that s/he is being bullied, the student should immediately inform the bully that his/her behavior is unwelcome, offensive or inappropriate. If the unwelcome, offensive or inappropriate behavior continues, the student shall follow the established complaint procedure. This procedure is part of the ongoing programs in the district indicating a no-tolerance of bullying behavior.
	When a student believes that s/he is being bullied, intimidated or is in physical danger, the student shall follow the established complaint procedure as outlined in school procedure manuals and shared with students as part of the anti-bullying programs.
	Those outlines provide:
	<ol style="list-style-type: none"> 1. Complaint Procedure. 2. Notification Procedure. 3. Investigation Procedure. 4. Confidentiality.
SC 1303.1-A	A student who violates this policy shall be subject to appropriate disciplinary action

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consistent with the Code of Student Conduct, which may include:

1. Verbal or written reprimand.
2. Counseling within the school.
3. Parental conference.
4. Loss of school privileges.
5. Transfer to another school building, classroom or school bus.
6. Exclusion from school-sponsored activities.
7. Restitution for property damage.
8. Detention.
9. Suspension.
10. Expulsion.
11. Counseling/Therapy outside of school.
12. Referral to law enforcement officials.

Violations may be considered as Level I, II, III, IV disciplinary infractions depending upon the character, severity, and frequency of the actions.

If it is concluded that a student has made false accusations, such student shall be subject to disciplinary action, consistent with the student discipline code.

Appeal Procedure

If the complainant or accused is not satisfied with the principal's decision, s/he may file a written appeal to the Assistant Superintendent or Superintendent within ten (10) school days of the decision.

References:

School Code – 24 P.S. Sec. 1302-A, 1303.1-A

State Board of Education Regulations – 22 PA Code Sec. 12.3

Board Policy – 218, 233, 248