

MIFFLIN COUNTY SCHOOL DISTRICT

SECTION: PUPILS

TITLE: BULLYING/
CYBERBULLYING

ADOPTED: August 22, 2013

REVISED:

249. BULLYING/CYBERBULLYING	
1. Purpose	<p>The Board is committed to providing a safe, 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, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.</p>
2. Definitions SC 1303.1-A	<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. 3. Substantial disruption of the orderly operation of the school. <p>Bullying is occurring when there exists an imbalance of physical, psychological, or social power between the aggressor and the victim, favoring the aggressor. Bullying is most often a series of aggressive acts including, but not limited to, the following examples:</p> <ol style="list-style-type: none"> 1. Physically harming a student. 2. Damaging, extorting, or taking a student's personal or academic property. 3. Placing a student in reasonable fear of physical harm. 4. Placing a student in reasonable fear of damage to or loss of personal property. 5. Systematically and intentionally excluding a student from activities with peers. 6. Spreading false information about a student or attempting to influence others to exclude a student from an activity.

	<p>Bullying, as defined in this policy, includes cyberbullying. Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student, teacher or employee of the district by sending or posting inappropriate or derogatory email messages, instant messages, text messages, digital pictures or images, or website postings (including blogs).</p>
<p>SC 1303.1-A</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.</p>
<p>3. Authority SC 1303.1-A</p>	<p>The Board prohibits all forms of bullying by district students.</p> <p>The school district expects students and parents/guardians who become aware of any act of bullying to report that conduct immediately. Students may report acts of bullying to their teachers, building principal, or other school employees supervising school-sponsored activities. Students should be encouraged not to stand by as third parties and tolerate bullying by others. Parents/Guardians may contact the building principal to report acts of bullying.</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 or retaliation shall occur as a result of good faith reports of bullying.</p>
<p>4. Delegation of Responsibility</p>	<p>Each student 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>SC 1303.1-A</p>	<p>The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.</p>
<p>SC 1303.1-A</p>	<p>The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy at least every three (3) years and recommend necessary revisions to the Board.</p>
<p>SC 1303.1-A</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.

<p>5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p>	<p>2. Report of bullying incidents.</p> <p>3. Information on the development and implementation of any bullying prevention, intervention or education programs.</p> <p>The Code of 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 website.</p> <p>Discussion of this policy shall be included in the orientation of each new teacher and periodically in staff development workshops.</p>
<p>SC 1302-A, 1303.1-A Pol. 236</p>	<p><u>Education</u></p> <p>The district shall develop and implement bullying prevention and intervention programs. Such programs shall increase awareness of bullying, provide district staff and students with appropriate training for effectively recognizing, responding to, intervening in and reporting incidents of bullying.</p> <p><u>Intervention</u></p> <p>Teachers and staff members who observe acts of bullying shall take reasonable steps to intervene to stop such conduct, unless intervention would threaten a teacher's or worker's personal safety. The nature of the intervention will vary depending upon the age of the student (both the victim and aggressor), the severity of the bullying and the student's involvement in prior acts of bullying. The purpose of the intervention is to take prompt remedial steps to ensure observed acts of bullying cease and to teach students that bullying is not acceptable behavior.</p> <p>If teachers cannot reasonably remediate acts of bullying through their own intervention, they shall report the bullying to the building principal. Other school employees who observe acts of bullying shall report the conduct to the building principal. The building principal or designee shall investigate any report of bullying and shall resolve this instance in a manner consistent with the district's stance that such acts will not be tolerated and that students are to be taught that bullying is unacceptable behavior.</p>

	<p><u>Investigative Procedures</u></p> <p>Each building principal or designee is authorized to investigate reports of bullying brought to their attention by students, parents/guardians or school employees. Any investigation of a report may include meeting with students, parents/guardians or employees; a review of student records and other reasonable efforts to better understand the facts surrounding a reported incident.</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 Conduct, which may include counseling, parental conference, loss of school privileges, exclusion from school-sponsored activities, detention, suspension, expulsion, and/or referral to law enforcement officials.</p> <p>Depending upon the severity of a particular situation, the building principal may also take appropriate steps to ensure student safety. Such steps may include the implementation of a safety plan; separating and supervising the students involved; providing employee support for students as needed; reporting incidents to law enforcement, if appropriate; and developing a supervision plan with parents/guardians.</p> <p><u>Confidentiality</u></p> <p>The district recognizes that both the complaining student and the alleged bully/extorter have strong interest in maintaining the confidentiality of the allegations and related information. The privacy of the complaining student, the individual(s) against whom the complaint is filed, and the witness will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with Family Educational Rights Privacy Act (FERPA) and any discovery or disclosure obligations. As limited by FERPA protections, the principal or designee may inform the complaining student/parents/guardians of the outcome of the investigation.</p> <p><u>Reprisal</u></p>
SC 1303.1-A Pol. 218, 233	A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Conduct, which may include counseling, parental conference, loss of school privileges, exclusion from school-sponsored activities, detention, suspension, expulsion, and/or referral to law enforcement officials. <p>Depending upon the severity of a particular situation, the building principal may also take appropriate steps to ensure student safety. Such steps may include the implementation of a safety plan; separating and supervising the students involved; providing employee support for students as needed; reporting incidents to law enforcement, if appropriate; and developing a supervision plan with parents/guardians.</p> <p><u>Confidentiality</u></p> <p>The district recognizes that both the complaining student and the alleged bully/extorter have strong interest in maintaining the confidentiality of the allegations and related information. The privacy of the complaining student, the individual(s) against whom the complaint is filed, and the witness will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with Family Educational Rights Privacy Act (FERPA) and any discovery or disclosure obligations. As limited by FERPA protections, the principal or designee may inform the complaining student/parents/guardians of the outcome of the investigation.</p> <p><u>Reprisal</u></p> <p>Any student who retaliates against another student for reporting bullying or extortion or for assisting or testifying in the investigation or hearing may be subject to disciplinary action.</p>

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 – 000, 218, 233, 236, 248