

## **Section 22 – Bullying.**

The Board of Education is committed to providing a school climate with optimal learning conditions where all students and school personnel are safe and treated with respect. To meet these standards, bullying, harassment and intimidation of any kind are prohibited and violate this school bullying policy.

Bullying means: any intentional gesture or any intentional written, verbal, electronic or physical act or threat either by any student, staff member or parent towards a student or by any student, staff member or parent towards a staff member that is sufficiently severe, persistent, or pervasive that such gesture, act or threat creates an intimidating, threatening or abusive educational environment that a reasonable person, under the circumstances, knows or should know will have the effect of:

- a. Harming a student or staff member, whether physically or mentally; 2020-2021 BOE Policies – Adopted 8/10/2020 15
- 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; or
- d. Placing a student or staff member in reasonable fear of damage to the student’s or staff member’s property; or
- e. Cyberbullying (bullying by use of any electronic communication device through means including, but not limited to, email, instant messaging, text messages, blogs, mobile phones, online games and websites.)
- f. An imbalance of power (Individuals who bully use their power—such as physical strength, access to embarrassing information, age, position within the school or popularity—to control or harm others.).
- g. 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 K.S.A. 72-1138 and amendments thereto.

Employees or students who believe they have suffered bullying shall report the incident in one of the following ways:

- i. To their building principal, counselor or teacher
- ii. Online via the Bullying Incident Report Form or Speak Up application on the district’s Web site.
- iii. To their immediate supervisor
- iv. To the Educational Support Center

A confidential report will be filed for each reported incident and will include names, dates and locations; the nature of the incident; and suggestions and time frames that will eliminate harassment and sexual discrimination in the school district. Supervisory staff will be trained in workplace conduct annually.

### **Investigating Bullying**

The School Administrator will conduct a prompt, thorough and impartial investigation of all reports of bullying using a bullying incident investigation form within three days after the report to ensure the safety of all students involved. Any individuals who were bullied, individuals who bullied and bystanders will be separated and asked to provide information about the incident. The investigation will also include a review of any previous complaints involving either the individual(s) who was (were) bullied or the individual(s) who bullied. The investigation procedure will vary depending on the nature of the reported incidence. The findings from the investigation will be used by school administrators to determine the appropriate response procedure.

During the investigation process, the school will take measures to ensure that no further bullying occurs between the individual(s) who was (were) bullied and the individual(s) who bullied. Any changes should not inconvenience the individual(s) who was (were) bullied.

Responding schools will take prompt and effective steps to end bullying and harassment, eliminate any hostile environment, and prevent the bullying from happening again. After the school receives a report of staff bullying, and it is confirmed, the school administrator will determine the appropriate disciplinary response. Staff who have violated this policy may be subject to disciplinary action, up to and including termination. After the school receives a report of student bullying, and it is confirmed, the school administrator will determine the appropriate disciplinary response, contact the parent/guardian(s) of all students involved, and will maintain communication with the parent/guardian(s) once the investigation is completed to share the results of the investigation, whether there was a violation of policy, and the process for appealing the findings of the investigation. Students who have violated this policy may be subject to disciplinary action, up to and including suspension and expulsion. If appropriate, students who violate this policy shall be reported to local law enforcement