

SCHOOL DISTRICT OF JOHNSON CREEK BOARD OF EDUCATION POLICY	POLICY: 411.3
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## **Bullying**

The Johnson Creek School District strives to provide a safe, secure and respectful learning environment for all students in school buildings, on school grounds, and school buses and at school-sponsored activities. Bullying has a harmful social, physical, psychological and academic impact on bullies, victims and bystanders. The school district consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

### DEFINITION:

“Bullying” can include, but is not limited to:

- Intimidation and/or harassment such as teasing, put-downs, cruel rumors, false accusations, hazing, name-calling or making threats;
- Social alienation, exclusion and isolation such as shunning or spreading rumors;
- Extortion;
- Written notes, phone calls or electronic messages that are offensive, hurtful, slanderous, threatening, embarrassing, intimidating, insulting, degrading, stereotyping, or annoying;
- Verbal aggression or verbal assaults which are offensive, hurtful, slanderous, threatening, embarrassing, intimidating, insulting, degrading, stereotyping, or annoying;
- Nonverbal or emotional threats or intimidation;
- “Any act, attempted act or threat of physical aggression such as assaults on a student or attacks on a student’s property;
- Any act which threatens or intimidates any person or group because of sex, race, religion, national origin, color, disability, sexual orientation, age or other protected status.

“Bullying” includes aggressive or hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied. The behavior is typically repeated over time.

### PROHIBITION:

Bullying behavior by students and staff is prohibited whether it is of the nature of student(s) to student(s),

Staff member to staff member, staff member to student, or student to staff member. Bullying is prohibited at school, on school premises, during school-sponsored activities, on school buses and at bus stops, or through the use of electronic, computer and telecommunications messaging devices (cyber bullying).

### COMPLAINT PROCEDURE:

It is considered a responsibility of all students and staff members to watch for and report acts of bullying in any of the above-described situations to a member of the school staff or administration. Students are requested and encouraged to report acts of bullying to a school staff member, building principal or at a minimum a parent or other adult. All school district staff members are required to report acts of student bullying to their building principal.

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

The school official receiving a report of bullying shall immediately notify the building principal.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

An investigation to determine the facts will take place immediately or as soon as practicable in order to verify the validity and seriousness of the report.

Filing a report in good faith will not reflect upon the individual's status, nor will it affect his/her grades if the complainant is a student or employment status by the District if the complainant is an adult staff member.

#### CONSEQUENCES:

Where it is determined that students participated in bullying behavior in violation of the policy, the school will take disciplinary actions which may include suspension, expulsion and referral to law enforcement for legal action when deemed appropriate. Employees found to have participated in bullying behavior, or having become aware that bullying was taking place and failed to take action or to report the behavior, are considered to be in violation of the prohibition expressed by the policy and, therefore, subject to disciplinary action consistent with the collective bargaining agreement, individual contracts, or Board policies.

1<sup>st</sup> Reading: 7/10/10

2<sup>nd</sup> Reading: 8/5/10

Adopted: 8/5/10

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