

## **BULLYING**

### **(1C 20-33-8-0.2)**

A safe and civil environment in school is necessary for students to learn and achieve high standards; harassment, intimidation or bullying like other disruptive behavior has no place in the school environment.

As used in this handbook "bullying" means overt, repeated acts or gestures, including:

1. verbal or written communications transmitted;
2. physical acts committed; or
3. any other behaviors committed;

by a student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the other student. (1C 20-33-8-.02)

This rule applies when a student is on school grounds immediately before or during school hours, immediately after school hours or at any other time when the school is being used by a school group; off school grounds at a school activity, function or event; traveling to or from school or a school activity, function or event; or using property or equipment provided by the school. (1C 20-33-8-.02)

**Reporting:** Students should report bullying to the classroom teacher or teacher on duty. If no teacher is immediately available, the report should be made to a counselor or a member of the administration. All school employees are required to report alleged violations of this policy to the principal or the principal's designee. All other members of the school community including students, parents, and volunteers are encouraged to report any action that may be a violation of this policy.

**Investigation:** The teacher or counselor will be responsible for the initial investigation. A written report will be made to the principal's office. The principal or his/her designee shall conduct a complete investigation of the alleged incident. The principal or the principal's designee is responsible for determining whether an alleged act constitutes a violation of this policy.

**Intervention:** Some acts of harassment, intimidation or bullying may be isolated incidents requiring that the school responds appropriately to the individuals committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation or bullying that they require a response either at the classroom, school building, or by a law enforcement officials.

Consequences and appropriate remedial actions for students involved in harassment, intimidation, or bullying range from behavioral interventions in interpersonal relations and social skill development up to and including suspensions and expulsions.

In considering a response the administrator should consider the nature and circumstances of the act, the level of harm, and the nature of the behavior, past incidences or past continuing patterns of behavior and the context of the alleged incident.

**Parental Involvement**—The school will contact parents whose children are involved in continuing acts of harassment, intimidation, or bullying. A conference will be called so the parent, school, and the child can discuss the problems and possible solutions that will be positive for the student, the parent, and the school.

**Staff Professional Development**—Staff members will be encouraged to become trained in skills and strategies for positive behavioral interventions. All staff members will receive training covering identifying bullying, research on bullying, characteristics of bullies, where does bullying happen, and the results of bullying on the victim.

**Follow Up**—A follow up conference will be held with any student who has made a bullying report. The conference will take place after ten school days to ensure that the problem has been corrected. This conference will be held by the principal, principal designee, or school counselor.