

school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect and refusing to tolerate bullying, cyberbullying, harassment, or intimidation.

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 School District by sending or posting inappropriate or derogatory e-mail messages, instant messages, text messages, digital pictures or images, or web site postings (including blogs and social media). All forms of cyberbullying are unacceptable and, to the extent that such actions are disruptive of the educational process of the Conneaut School District, offenders shall be the subject of appropriate discipline.

Bullying shall mean unwelcome verbal, written or physical conduct directed at a student by another student. A student is being bullied or victimized when s/he is exposed, repeatedly and over time, to negative actions on the part of one or more other students (Olweus, 1991).

Bullying may be intended to or involve:

1. Physically, emotionally or mentally harming a student.
2. Damaging, extorting or taking a student's personal property.
3. Placing a student in reasonable fear of physical, emotional or mental harm.
4. Placing a student in reasonable fear of damage to or loss of personal property.
5. Creating an intimidating or hostile environment that substantially interferes with a student's educational opportunities.
6. Any intentional written, verbal, or physical conduct or threat directed against a student or school employee.
7. Has the effect of substantially disrupting the orderly operation of a school.
8. Perpetuation of conduct by an individual or group, with intent to demean, dehumanize, embarrass, or incite a student or school employee.
9. Acting in a manner that has an effect substantially similar to the effect of bullying.

The term **bullying** and **cyberbullying** shall not be interpreted to infringe upon a student's right to engage in legally protected speech or conduct.

<p>4. Delegation of Responsibility</p>	<p>Each staff member shall be responsible to maintain an educational environment free of bullying and cyberbullying.</p> <p>Each student shall be responsible to respect the rights of his/her fellow students and to ensure an atmosphere free from all forms of bullying and cyberbullying. Students shall be encouraged to report bullying or cyberbullying complaints to building administrators/School District employees.</p> <p>All professional employees who receive a bullying or cyberbullying complaint shall investigate to determine if bullying or cyberbullying has occurred or report the complaint to an administrator. If the behavior is found to meet the definition of bullying or cyberbullying, written documentation must be submitted to the building principal. All other employees shall refer any complaints to the building level administrator.</p> <p>The building principal or his/her designee will inform parents/guardians of the victim and person accused.</p>
<p>5. Guidelines</p>	<p>Complaint Procedure/Consequences</p> <ol style="list-style-type: none"> 1. A student shall report a complaint of bullying or cyberbullying, orally or in writing, to the building administrator/District employee. 2. The building administrator will immediately investigate whether the alleged conduct has, in fact, occurred. During the investigation, the victim's (target) interview and the accused interview will be documented and kept on record in the principal's office. 3. The building administrator may ask assistance from other District employees in the investigation process. Teachers of the student who was bullied (victim) will be informed of the situation. 4. After the investigation, the building principal will put in writing the complaint and results of the investigation and shall take corrective action to ensure that the any conduct found to be in violation of this policy ceases. 5. After three (3) accusations of a suspected bully or every time after a founded case, the accused bully will be required to participate in a session on bullying with the guidance counselor. 6. The parents/guardians of the student who was accused of bullying and the parents/guardians of the victim (target) of bullying will be informed of incident and all offenses.

<p>Pol. 218, 233</p>	<p>It is recommended that parents/guardians of the student who is identified as the bully and the parents/guardians of the victim (target) be invited into school to discuss the situation and to help prevent any future occurrences.</p> <p>Discipline</p> <p>A student who violates this policy shall be subject to appropriate disciplinary action which shall include;</p> <ol style="list-style-type: none">1. First Offense – documented warning and parent/guardian notification.2. Second Offense – parent/guardian conference, loss of school privileges, exclusion from school-sponsored activities, detention, and/or counseling within the school.3. Third Offense – suspension. <p>A violation of this policy shall subject the offending student to appropriate disciplinary action, consistent with the student discipline code, which may include suspension or expulsion.</p> <p>Staff Development</p> <p>All professional and support staff will be trained on dealing with bullying/ cyberbullying and updated on new regulations on a regular basis.</p> <p>Notice</p> <p>This policy shall be made available on the District’s web site, if available, and in every classroom. This policy shall be prominently displayed in each school building where similar notices are usually posted.</p> <p>This policy and procedures for reporting bullying and cyberbullying shall be reviewed with students within ninety (90) days after adoption by the Board and annually thereafter.</p> <p>Review</p> <p>This policy shall be reviewed every two (2) years.</p> <p>References: Board Policy – 218, 233</p>
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