

Book	Policy Manual
Section	200 Pupils
Title	Bullying, Cyberbullying, Harassment and Intimidation
Code	249
Status	Active
Adopted	December 10, 2008
Last Revised	December 12, 2018
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### **Purpose**

The Conneaut School District believes that all students have a right to a safe and healthy school environment. The district, schools, and community have an obligation to promote mutual respect, tolerance, and acceptance.

It is the policy of the District Board of Education to fully support the regulations and laws prohibiting discrimination, bullying, harassment, hazing, and intimidation because of race, religion, sex, sexual orientation, color, national origin ancestry, marital status, familial status, disability, medical condition, age, as well as sexual harassment, and to maintain a learning environment which is free of any area listed in the purpose statement.

### **Authority**

All forms of bullying and cyberbullying by district students are hereby prohibited. Anyone who engages in bullying or cyberbullying in violation of this policy shall be subject to appropriate discipline. [\[1\]](#)

Students who have been bullied or cyberbullied shall promptly report such incidents to the building administrator/school district employee.

Complaints of bullying or cyberbullying shall be investigated promptly, and corrective action shall be taken when a complaint is verified. Neither reprisals nor retaliation shall occur as a result of the submission of a complaint.

### **Definitions**

The district Board of Education establishes that bullying/cyberbullying/harassment/intimidation means any written, verbal or physical act or gesture that takes place on school property within the school day, at any school-sponsored function or to and from school, including on a school bus, or outside a school setting, that is severe, persistent or pervasive and has the effect of doing any of the following: (1) substantial interference with a student's education; (2) creation of a threatening environment; or (3) substantial disruption of the orderly operation of the school.

Bullying, cyberbullying, harassment or intimidation, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Since students learn by example 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 email messages, instant messages, text messages, digital pictures or images, or website 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** - A person is bullied when he or she is exposed, repeatedly and over time to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself (Olweus).

This definition includes three important components:

1. Bullying is aggressive behavior that involves unwanted, negative actions.
2. Bullying involves a pattern of behavior repeated over time.
3. Bullying involves an imbalance of power or strength.

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.

### **Delegation of Responsibility**

Each staff member shall be responsible to maintain an educational environment free of bullying and cyberbullying.

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.

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.

The building principal or his/her designee will inform parents/guardians of the victim and person accused.

## **Guidelines**

### Complaint Procedure

1. A student shall report a complaint of bullying or cyberbullying, orally or in writing, to the building administrator or district employee.
2. The building administrator will immediately investigate the alleged conduct that 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 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.

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 individually into the school to discuss the situation and help prevent any future occurrences.

### Discipline

A student who violates of this policy shall be subject to appropriate disciplinary action, consistent with the student discipline code, which may include suspension or expulsion.[2][3]

### Staff Development

All professional and support staff will be trained on dealing with bullying/cyberbullying and updated on new regulations on a regular basis.

### Notice

This policy shall be made available on the district's website, if available, and in every classroom. This policy shall be prominently displayed in each school building where similar notices are usually posted.

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.

### Review

This policy shall be reviewed every (1) year.

Legal

1. 24 P.S. 1303.1-A

2. Pol. 218

3. Pol. 233

24 P.S. 1302-A

22 PA Code 12.3

Pol. 248