

HAZLETON AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ANTI-BULLYING

ADOPTED: September 16, 2010

REVISED: April 24, 2014

249. ANTI-BULLYING	
1. Purpose	<p>The Board is committed to providing a safe, caring, respectful learning environment for all students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Bullying of students is strictly prohibited and shall not be tolerated.</p>
2. Definitions SC 1303.1-A	<p>Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting, that is severe, persistent or pervasive and has the effect of doing any of the following:</p> <ol style="list-style-type: none"> 1. Substantial interference with a student’s education. 2. Creation of a threatening environment. 3. Substantial disruption of the orderly operation of the school. <p>Examples of bullying may include but are not limited to:</p> <ol style="list-style-type: none"> 1. Unwanted teasing. 2. Threatening. 3. Intimidating. 4. Stalking. 5. Cyberstalking. 6. Cyberbullying. 7. Physical violence. 8. Theft.

<p>SC 1303.1-A</p> <p>3. Authority SC 1303.1-A</p> <p>Pol. 218, 233</p>	<p>9. Public humiliation.</p> <p>10. Destruction of school or personal property.</p> <p>11. Social exclusion, including incitement and/or coercion.</p> <p>12. Rumors or spreading of falsehoods.</p> <p>Cyberbullying means willful and repeated harassment and intimidation of a person through the use of digital technologies, including, but not limited to, email, blogs, social websites such as MySpace or Facebook, chat rooms, and instant messaging.</p> <p>Cyberstalking means to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at or about a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.</p> <p>School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.</p> <p>The Board prohibits all forms of bullying by district students.</p> <p>District staff shall receive information on the Anti-Bullying Policy on an ongoing basis to ensure a consistent approach is adopted on a district-wide basis. The Anti-Bullying Policy requires all staff members who observe, suspect, or become aware of an act of bullying to immediately follow Board policy and district procedures to ensure the incident is reported.</p> <p>The district encourages students and parent/guardians who become aware of any act of bullying to immediately report the incident(s) to the appropriate building administration, security, or staff for further investigation. Any student who retaliates against another for reporting bullying may also be subject to consequences in accordance with the discipline policy.</p> <p>All students shall be informed of their right to protection against bullying behaviors and the right to file a complaint if they believe they have been the victim of bullying behavior. District administration and/or security are responsible for investigating each complaint, determining if the complaint is legitimate in accordance with the above definitions, and taking appropriate corrective action. Any student, be they the victim or the bystander, may initiate a complaint.</p>
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<p>Pol. 218, 233</p> <p>Pol. 218, 233</p> <p>Pol. 103, 103.1, 248</p> <p>4. Delegation of Responsibility</p>	<p>The Board directs that reported incidents of bullying shall be investigated promptly and thoroughly by designated school administrators or staff, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.</p> <p>While the district does not assume liability for incidences that occur at a bus stop or en route to and from school, a student or witness may file a complaint with the appropriate building administration, security or staff for further investigation. Reported incidents of bullying shall be investigated promptly and thoroughly by designated school administration/staff. The district shall provide assistance and intervention as the principal/designee deems appropriate.</p> <p>Reports of bullying are taken seriously and shall be dealt with quickly and effectively. If a student is found guilty of bullying behavior, the consequences shall depend on both the results of the investigation and the severity of the incident and shall be handled in accordance with Board policy.</p> <p>Proper prevention and intervention steps shall be taken based on the level of severity of infraction as outlined in the Student Code of Conduct and appropriate Board policies.</p> <p>Incidents of bullying that result in harassment or discrimination regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability shall be addressed in accordance with law and applicable Board policy.</p> <p>Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.</p> <p>The Superintendent or designee shall develop administrative regulations to implement this policy.</p> <p>The Board, Superintendent, and district administrators share accountability for implementation of this policy and any program associated with this policy.</p> <p>The Board and Superintendent shall ensure appropriate human and financial resources are made available to allow this policy and any program associated with this policy to be implemented and administered effectively on a continuing basis.</p>
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<p>SC 1303.1-A</p>	<p>By the second week of the beginning of each school year, the building principal or designee shall provide awareness of this policy, as well as the process for reporting incidents, investigation and appeal, to students, school staff, parents/guardians and other persons responsible for the welfare of students.</p>
<p>SC 1303.1-A</p>	<p>The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy for effectiveness and efficiency annually and recommend necessary revisions to the Board. The evaluation shall include input from each building administrator and security/guidance personnel.</p>
<p>SC 1303.1-A</p>	<p>District administration shall annually provide the following information with the Safe School Report:</p> <ol style="list-style-type: none"> 1. Board’s Bullying Policy. 2. Report of bullying incidents. 3. Information on the development and implementation of any bullying prevention, intervention or education programs. <p>District administration and district departments shall collaborate with school staff members, families, and community stakeholders to implement this policy and associated procedures/programs to promote academic success, enhance resiliency, build developmental assets, and promote protective factors within each school by ensuring that each and every staff member and student is instructed on bullying prevention. This instruction shall work to create a climate within each school and within the district that fosters the safety and respect of children and the belief that adults are there to protect and help them. Additionally, students and staff, including but not limited to school employees, administrators, district personnel, counseling staff, and bus drivers, shall be given the skills, instruction, and tools needed to create the foundation for preventing, identifying, investigating, and intervening when issues of bullying arise.</p> <p>The security officer/guidance at each school shall serve as the key school personnel who shall implement this policy and associated procedures with students and staff. In the instances where there is not a security officer assigned to that facility, the head administrator in that building shall assign an individual to serve in this capacity.</p> <p>District personnel shall inform and disseminate this policy to the community, to assist in providing support of this policy to students, their families, and school staff. This collaboration shall, when possible, make effective use of available school district and community resources.</p>

<p>5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p> <p>SC 1302-A, 1303.1-A Pol. 236</p>	<p>District personnel shall provide opportunities and encourage parents/guardians to participate in bullying prevention initiatives in meaningful and relevant ways that address the academic, social, and health needs of their children.</p> <p>The district, through the guidance staff, shall provide resources and support for parents/guardians by linking them with internal supports as well as referral to community-based resources, as needed. Examples of supports and resources are Open House, PTA Meetings, Orientations, and the Student Handbook.</p> <p>The Student Code of Conduct, which shall contain this policy and outline student rights, shall be disseminated annually to students.</p> <p>This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district website.</p> <p><u>Education</u></p> <p>The district shall develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.</p> <p><u>Reporting Incidents Of Bullying</u></p> <p>At each school, the building principal or designee is responsible for receiving oral or written complaints alleging violations of this policy, as with all infractions of the Student Code of Conduct.</p> <p>All district faculty and staff are required and must report in writing any allegations of bullying or violations of this policy to the building principal or designee, or other appropriate district administrator.</p> <p>Whether a victim or witness, any other member of the school community who has credible information that an incident of bullying has taken place shall file a report of bullying.</p> <p>Any building principal or designee, or other appropriate district administrator, who receives a report of bullying shall forward the information to the building security officer or, in lieu of a security officer, the Security Operations Coordinator.</p>
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The appropriate security/administrator shall contact the parents/guardians of the students involved and advise them of the incident.

A victim of bullying is strongly encouraged to report the incident(s) to a school official.

Any individual, including anyone who has knowledge of any incident(s) involving bullying of students, shall report the incident(s) to a school official.

Complaints should be filed as soon as possible after the alleged incident. Any additional incidents need to be reported.

The building principal or designee at each school shall establish and prominently publicize to students, staff, volunteers, and parents/guardians how a report of bullying may be filed and how this report shall be acted upon.

The administrator, building principal or designee shall document in writing on an incident report all complaints regarding bullying to ensure that problems are appropriately addressed in a timely manner.

Anonymous reports may be made utilizing the district Tip Line at (570) 459-3111 Extension 3205.

All anonymous reports shall be assigned to Security Operations for investigation.

Parental Notification

When a student is involved in an incident of bullying, as a victim or accused, parental notification is required.

Referral For External Investigation

If the incident is outside the scope of the district and determined a criminal act, referral to appropriate law enforcement shall be made immediately, the parents/guardians shall be notified, and the referral documented by the security officer, building principal or designee on the incident report.

Confidentiality

To the greatest extent possible, all complaints shall be treated as confidential, consistent with the district's legal and investigative obligations.

<p>Pol. 218, 233, 317</p>	<p><u>Retaliation Prohibited</u></p> <p>Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment in connection with filing a complaint or assisting with an investigation under this policy.</p> <p>Retaliatory or intimidating conduct against any individual who has made a bullying complaint or any individual who has testified, assisted, or participated in any manner in an investigation is specifically prohibited.</p> <p>Any acts of retaliation involving students shall constitute a violation of policy and be subject to the provisions of applicable Board policy.</p> <p><u>Additional Referral</u></p> <p>In all cases, the district reserves the right to refer the results of its own investigation to the law enforcement agency having jurisdiction where the offense occurred for possible criminal charges, whether or not the district takes any other action.</p> <p><u>Preclusion</u></p> <p>This policy shall not prevent the district, any victim, or accused from seeking additional redress under any other applicable civil or criminal law.</p>
<p>SC 1303.1-A Pol. 218, 233</p>	<p><u>Consequences For Violations</u></p> <p>A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Student Code of Conduct, which may include:</p> <ol style="list-style-type: none">1. Counseling within the school.2. Parental conference.3. Loss of school privileges.4. Transfer to another school building, classroom or school bus.5. Exclusion from school-sponsored activities.6. Detention.7. Suspension.

8. Expulsion.
9. Counseling/Therapy outside of school.
10. Referral to law enforcement officials.

References:

School Code – 24 P.S. Sec. 1302-A, 1303.1-A

State Board of Education Regulations – 22 PA Code Sec. 12.3

Board Policy – 000, 103, 103.1, 218, 233, 236, 248, 317