

# EASTON AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ANTI-BULLYING

ADOPTED: JULY 27, 2016

REVISED: OCTOBER 13, 2015

<p>1. Purpose</p> <p>2. Definitions</p>	<p style="text-align: center;">252. ANTI-BULLYING</p> <p>The Easton Area School District is committed to providing all students and employees with the right to a safe and civil educational environment, free from harassment or bullying. Easton Area School District recognizes that bullying interferes with the learning process, and may present an obstacle to the academic, vocational, and social/emotional development of students.</p> <p><b>Bullying</b> shall mean a pattern of repeated harmful and cruel behavior by a person with more physical or social power toward a less powerful person. This may include a wide variety of behaviors, with deliberate intent to hurt, embarrass, or humiliate the other person. Researchers have identified four (4) forms of bullying including but not limited to:</p> <ol style="list-style-type: none"> <li>1. <b>Physical</b> – the most commonly known form; includes hitting, kicking, spitting, pushing and taking personal belongings.</li> <li>2. <b>Verbal</b> – includes taunting, malicious teasing, name-calling, and making threats.</li> <li>3. <b>Psychological or Relational</b> – involves spreading rumors, manipulating social relationships, and engaging in social exclusion or intimidation.</li> <li>4. <b>Cyber-Bullying</b> – forms of verbal and psychological bullying may also occur on the Internet through e-mail, instant messaging, or social media. Cyber-bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student, teacher or employee of the district by sending or posting inappropriate or derogatory e-mail messages, instant messages, text messages, digital pictures or images, or any other type of digital posting. All forms of cyber-bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of the district, offenders shall be the subject of appropriate discipline.</li> </ol>
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	<p><b>Bullying</b> shall mean an intentional electronic, written, verbal or physical act or series of acts:</p> <ol style="list-style-type: none"> <li>1. Directed at another student or other students;</li> <li>2. Which occurs in a school setting;</li> <li>3. That is severe, persistent or pervasive; and</li> <li>4. That has the effect of doing any of the following:             <ol style="list-style-type: none"> <li>a. Substantially interfering with a student’s education;</li> <li>b. Creating a threatening environment; or</li> <li>c. Substantially disrupting the orderly operation of the school.</li> </ol> </li> </ol> <p><b>School setting</b> shall mean 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><b>Off-Campus Conduct</b> – Bullying that originates or is conducted off of school property or outside of what has been defined, above, as a “school setting,” but that enters the school setting by being received electronically by another student who is in a “school setting” or by creating a threatening or substantially disruptive environment, shall be deemed bullying under this Policy.</p> <p>The term <b>bullying</b> and <b>cyber-bullying</b> shall not be interpreted to infringe upon a student’s right to engage in legally protected speech or conduct.</p> <p>3. Authority It shall be a violation of this policy for any student to bully another student. The school district will not tolerate any acts of bullying.</p> <p>4. Delegation of Responsibility The Superintendent or designee shall develop administrative procedures to increase the awareness of the problems of bullying, and educate staff to effectively intervene if bullying is witnessed in their presence or brought to their attention.</p> <p><i>Intervention</i> – Teachers and other staff (including, but not limited to, secretaries, custodians, bus drivers, hall monitors, etc.) who observe acts of bullying shall take reasonable steps to intervene to stop such conduct, unless intervention would threaten a staff member's safety. The nature of the intervention will vary depending upon the age of the student (both the victim and aggressor), the severity of the bullying and the student's involvement in prior acts of bullying. The purpose of the intervention is to take prompt remedial steps to ensure observed acts of bullying cease and to teach students that bullying is not acceptable behavior.</p> <p>Each staff member shall be responsible to respect the rights of his/her fellow students and to ensure an atmosphere free from all forms of bullying and cyber-bullying.</p>
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	<p>Students are required to report instances of bullying, including cyber-bullying. Such reports should be made directly to the student’s teacher or to a building administrator.</p> <p>All employees who receive a bullying or cyber-bullying complaint shall review the allegations to determine if bullying or cyber-bullying, as defined in this Policy, is being alleged. If the alleged behavior is found to meet the definition of bullying or cyber-bullying, written documentation must be submitted to the building principal for further investigation.</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><u>Complaint Procedures</u></p> <ol style="list-style-type: none"> <li>1. A student shall report all instances of bullying, including cyber-bullying, orally or in writing, to the teachers, a building administrator, or counselor.</li> <li>2. The building administrator will investigate the alleged conduct that occurred.</li> <li>3. The building administrator may ask assistance from other district employees in the investigation process.</li> <li>4. After the investigation, the building principal or designee shall Document in writing the results of the investigation and shall take corrective action to ensure that the conduct ceases.</li> </ol>
<p>Pol. 218, 233</p>	<p><u>Consequences/Intervention</u></p> <p>Consequences for students who bully others will be subject to disciplinary options that may include counseling, a parent/guardian conference, detention, suspension or other consequences as provided in the Code of Student Conduct. In addition to the appropriate disciplinary action, supports such as counseling or peer mediation should be offered.</p>
<p>20 U.S.C. Sec. 1232g</p>	<p><u>Confidentiality</u></p> <p>The Easton Area School District recognizes that both the complaining student and the alleged bully/extorter have a strong interest in maintaining the confidentiality of the allegations and relation information. The privacy of the complaining student, the individual(s) against whom the complaint is filed, and the witnesses will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with Family Educational Rights and Privacy</p>

Act (FERPA) and any discovery or disclosure obligations. The District shall fully comply with FERPA privacy requirements and protections. To the greatest extent possible, consistent with FERPA, the principal or his/her designee may inform the complaining student/ parents/guardians of the outcome of the investigation.

Posting

This Policy shall be posted in a prominent location within each school building, in each District classroom, and on the District's website.

The Student Code of Conduct, which shall contain reference to this policy, shall be disseminated annually to students.

Training and Education

The district shall develop and implement age-appropriate 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.

Reprisal

Any student who retaliates against another student for reporting bullying or extortion or for assisting or testifying in the investigation or hearing shall be subject to disciplinary action.