

# EASTON AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ANTI-BULLYING

ADOPTED: FEBRUARY 21, 2008

REVISED: DECEMBER 18, 2008

	<p style="text-align: center;">252. ANTI-BULLYING</p> <p>1. Purpose 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>2. Definitions <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 personal profile web sites such as MySpace, SpaceBook, etc. 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 web site postings (including blogs). 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 unwelcome verbal, written or physical conduct directed at a student by another student that has the intent of or effect of:</p> <ol style="list-style-type: none"> <li>1. Physically, emotionally or mentally harming a student.</li> <li>2. Damaging, extorting or taking a student’s personal property.</li> <li>3. Placing a student in reasonable fear of physical, emotional or mental harm.</li> <li>4. Placing a student in reasonable fear of damage to or loss of personal property.</li> <li>5. Creating an intimidating or hostile environment that substantially interferes with a student’s educational opportunities.</li> </ol> <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</p>	<p>It shall be a violation of this policy for any student to bully another student on district grounds, at any school activity, or on the way to or from school. The school district will not tolerate any acts of bullying occurring on school district property, at school-sponsored activities scheduled on or off school grounds, or during the time students necessarily spend traveling to and from school or school-sponsored activities.</p>
<p>4. Delegation of Responsibility</p>	<p>The Superintendent or designee shall develop administrative procedures to increase the awareness of the problems of bullying, and train teachers 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 maintain an educational environment free of bullying and cyber-bullying.</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>

	<p>Students shall be encouraged to report bullying or cyber bullying complaints to district employees.</p> <p>All employees who receive a bullying or cyber-bullying complaint shall investigate to determine if bullying or cyber-bullying has occurred. If the behavior is found to meet the definition of bullying or cyber-bullying, written documentation must be submitted to the building principal.</p> <p>The building principal or his/her designee will inform parents/guardians of the victim and person accused.</p> <p><u>The anti-bullying policy will be posted in each school building, as well as in each classroom.</u></p> <p><u>The anti-bullying policy will be reviewed with students every school year.</u></p>
<p>5. Guidelines</p>	<p><u>Complaint Procedures</u></p> <ol style="list-style-type: none"> <li>1. A student shall report a complaint of bullying or cyber-bullying, orally or in writing, to the teachers, 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 be notified in writing of the complaint and 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.</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. As limited by FERPA protections, the principal or his/her designee may inform the complaining student/parents/guardians of the outcome of the investigation.

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.