

# LEECHBURG AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: BULLYING

ADOPTED: July 18, 2007

REVISED: December 3, 2008  
July 15, 2009  
September 16, 2009

<p>1. Purpose</p>          <p>2. Definitions SC 1303.1-A Pol. 248</p>	<p style="text-align: center;">249. BULLYING</p> <p>The Leechburg Area School District Board of Education is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Students who are bullied, harassed, intimidated or fearful of other students may not be able to take full advantage of the educational opportunities offered by the school district. Bullying and harassment can also escalate into more serious violence. To that end, the school district has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment when they occur.</p> <p>This policy is in effect while students are on property within the jurisdiction of the school district; while on school-contracted and/or school-operated vehicles; while attending or engaged in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school district. Students who file a bullying complaint or who have assisted or participated in any manner in a bullying investigation may not be retaliated against.</p> <p><b>Bullying</b> shall mean unwelcome repeated and systematic harassment and attacks on others by means of verbal, written, electronic, or physical conduct that is severe, persistent, or pervasive and has the effect of doing any of the following:</p> <ol style="list-style-type: none"><li>1. Substantial interference with a student’s education.</li><li>2. Creation of a threatening environment.</li><li>3. Substantial disruption of the orderly operation of the school.</li></ol> <p>Bullying can take many forms and can include many different behaviors. Bullying behaviors include but are not limited to those listed below:</p> <ol style="list-style-type: none"><li>1. Physical violence and attacks.</li></ol>
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<p>3. Authority SC-1303.1-A</p> <p>4. Delegation of Responsibility  SC 1303.1-A</p>	<ol style="list-style-type: none"> <li>2. Verbal taunts, name-calling and put-downs.</li> <li>3. Emotional bullying, i.e. spreading rumors, ridiculing, manipulating social relationship.</li> <li>4. Threats and intimidation.</li> <li>5. Extortion or stealing.</li> <li>6. Racially or ethnically-based, or gender-based verbal abuse.</li> <li>7. Spreading false information about a person.</li> <li>8. <b>Cyberbullying</b> - electronic communication that occurs in school or at school sponsored activities or electronic communication that occurs outside of school or school-sponsored activities that negatively affects the educational environment of the school. Electronic communication can include but is not limited to: e-mails, text messages, instant messaging, etc.</li> </ol> <p>Characterizations of bullying:</p> <ol style="list-style-type: none"> <li>1. It is aggressive behavior or intentional “harm doing”.</li> <li>2. It happens when one (1) or more persons with more power unfairly and intentionally hurts someone with less power; the hurt may be physical, social, or emotional.</li> <li>3. It is carried out repeatedly and over time.</li> </ol> <p>The Board prohibits 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>The Superintendent or designee shall develop administrative regulations 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>The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.</p>
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<p>SC 1303.1-A</p>	<p>The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.</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"> <li>1. Board’s Bullying Policy.</li> <li>2. Report of bullying incidents.</li> <li>3. Information on the development and implementation of any bullying prevention, intervention or education programs.</li> </ol>
<p>5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p>	<p>The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.</p>
<p>SC 1303.1-A</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 web site, if available.</p> <p><u>Student, Parent/Guardian And Employee Reporting</u></p> <p>The Board encourages all students and parents/guardians who become aware of any act of bullying to immediately report that conduct. Students may report acts of bullying to their teachers, building principal or other school employees supervising school-sponsored activities. Parents/Guardians may contact the guidance counselor, teacher, and/or building principal to report acts of bullying.</p> <p>Teachers who intervene and work with specific students to remedy acts of bullying at the classroom level should report the incident to the building administrator.</p> <p>If teachers and/or other staff cannot reasonably remediate acts of bullying through their own intervention, they should report the bullying to the building principal. Other school employees who observe acts of bullying shall report that conduct to the building principal.</p>

<p>SC 1302-A, 1303.1-A</p>	<p><u>Interplay With Other School District Policies</u></p> <p>Nothing in this policy shall prevent school district employees from enforcing or imposing discipline, or fulfilling their professional responsibilities under other school district policies or student disciplinary rules.</p> <p><u>Factors For Determining Consequences Of Bullying</u></p> <p>The following factors shall be used to determine the consequences for a violation of this policy:</p> <ul style="list-style-type: none"><li>• Age, development, and maturity levels of the parties involved.</li><li>• Degree of harm.</li><li>• Surrounding circumstances.</li><li>• Nature and severity of the behavior(s).</li><li>• Incidences of past or continuing pattern(s) of behavior.</li><li>• Relationships between the parties involved.</li></ul> <p><u>Factors For Determining Remedial Measures For Bullying</u></p> <p>The following factors shall be used to determine the remedial measures for a violation of this policy:</p> <ul style="list-style-type: none"><li>• Life skill competencies.</li><li>• Experiential deficiencies.</li><li>• Social relationships.</li><li>• Strengths, talents, and traits.</li><li>• Social-emotional and behavioral supports.</li></ul> <p>Remedial measures shall be designed to correct the problem behavior; prevent another occurrence of the behavior; and to protect the victim of the act. The district will implement a K-12 Anti-Bullying Program designed to provide students, parents/guardians, and community members with educational programs to heighten awareness and assist the school community and its members to understand the cause and long-term effects of bullying.</p>
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Pol. 218, 233, 248	<p><u>Consequences For Bullying</u></p> <p>Board Policy and Time Out/Responsibility Training Plan shall be followed for all incidents of bullying. Consequences will be assigned by the building administration after careful consideration of the factors previously listed. These consequences include but are not limited to the following:</p> <ol style="list-style-type: none"><li>1. 1<sup>st</sup> Offense in a school year – Verbal warning, parent/guardian notification.</li><li>2. 2<sup>nd</sup> Offense in a school year – Detention, parent/guardian notification.</li><li>3. 3<sup>rd</sup> Offense in a school year – Loss of school privileges - i.e. - assigned seat in cafeteria; hall restriction, in-school suspension, ESAP or SAP Team referral, parent/guardian notification.</li><li>4. Additional Offenses after the 3<sup>rd</sup> offense in a school year – Out-of-school suspension – The student will be required to attend a meeting with a district administrator and his/her parent/guardian before returning to school after the out-of-school suspension. The student will also be required to attend a series of Anti-Bullying Intervention Seminars scheduled after the school day. These sessions will be mandatory. Noncompliance may result in more serious consequences being assigned that may include an alternative education placement and/or board hearing.</li><li>5. Other possible consequences – assignment to alternative education if the problem persists and cannot be remedied by school officials.</li></ol> <p><u>Reprisal Or Retaliation</u></p> <p>Reprisal or retaliation against any person who reports a bullying incident(s) is strictly prohibited. Likewise, students and staff are prohibited from knowingly or willfully falsely accusing one another of bullying or harassment as a means of retaliation or reprisal. The consequence and appropriate remedial action for a person who engages in retaliation or reprisal shall be determined by the principal or his/her designee after consideration of the nature and circumstances of the act, in accordance with Board policy and procedures.</p> <p><u>Consequences And Remedial Actions For False Accusations</u></p> <p>Consequences and appropriate remedial action for a student found to have falsely accused another as a means of retaliation or reprisal range from positive behavior interventions up to and including suspension or expulsion. Consequences and appropriate remedial action for a school employee found to have falsely accused</p>
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<p>Title 22 Sec. 12.8 Pol. 233</p> <p>2 Pa. C.S.A. Sec. 101 et seq Title 22 Sec 12.8 Pol. 233</p> <p>20 U.S.C. Sec. 7844 Pol. 906</p>	<p>another, as a means of retaliation or reprisal, will be determined according to Board policies, procedures, and agreements. Consequences and appropriate remedial action, may include reports to appropriate law enforcement officials.</p> <p><u>Bystander Support Of Harassment Or Bullying</u></p> <p>Since bystander support of harassment or bullying can support these behaviors, the Board prohibits both active and passive support for acts of harassment or bullying. All staff members should encourage students to support those who walk away from these acts when they see them, constructively attempt to stop them, or report them to the designated authority.</p> <p><u>Informal Hearings</u></p> <p>Students who are suspended for a period of time longer than three (3) school days shall be afforded an informal hearing. Delay of such hearing shall not operate to delay return to school. Refer to LASD Policy 233 Suspension and Expulsion for informal hearing rights of students.</p> <p><u>Formal Hearings</u></p> <p>Each suspended student involved in a formal hearing shall be restored to a regular education program pending the outcome of the hearing, except when in the opinion of the Superintendent, the presence of the student in school poses a danger to him/herself or others as to warrant continued absence. See LASD Policy 233 Suspension and Expulsion for formal hearing rights of students.</p> <p><u>Public Complaints</u></p> <p>In accordance with law, the Board shall adopt a written procedure that provides parents/guardians, public agencies, other individuals, and organizations a means to submit and resolve complaints alleging violations in the administration of this policy. The complaint procedure shall be available to the public, a copy maintained in each school, and be distributed annually to parents/guardians and staff. See LASD Policy 906 Public Complaints for details outlining the public complaint process.</p>
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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 – 218, 233, 236, 248, 906