

CENTRAL DAUPHIN SCHOOL DISTRICT

SECTION: PUPILS

TITLE: BULLYING

ADOPTED: May 7, 2007

REVISED:

	<p style="text-align: center;">218.3. BULLYING</p> <p>The Central Dauphin School District recognizes that bullying of students has a negative effect on the educational environment and overall climate of its schools. Students who are bullied, intimidated or fearful of other students may not be able to take full advantage of the educational opportunities offered by the school district. Bullying can also escalate into more serious violence. Therefore, the school district strives to offer all students an educational environment free from bullying.</p> <p>Bullying shall mean unwelcome verbal, written, electronic, or physical contact directed at a student by another student or students, or by an adult, that has the intent and effect of:</p> <ol style="list-style-type: none"> 1. Physically harming a student. 2. Damaging, extorting, or taking a student’s personal or academic property. 3. Placing a student in reasonable fear of physical harm. 4. Placing a student in reasonable fear of damage to or loss of personal property. 5. Systematically and intentionally excluding a student from activities with peers. 6. Spreading false information about a student or attempting to influence others to exclude a student from an activity. 7. Creating an intimidating or hostile environment that substantially interferes with a student’s educational opportunities. <p>Bullying is occurring when there exists an imbalance of physical, psychological, or social power between the aggressor and the victim, favoring the aggressor. Bullying is most often a series of aggressive acts as directed above.</p>
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<p>3. Authority</p> <p>4. Delegation of Responsibility</p>	<p>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 subject to appropriate discipline.</p> <p>The school district will not tolerate known 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>Complaints of bullying or cyber bullying shall be investigated promptly, and corrective action shall be taken when a complaint is verified. Neither reprisals nor retaliations shall occur as a result of the submission of a complaint.</p> <p>The district shall annually inform students that bullying or cyber bullying of students will not be tolerated.</p> <p><i>Development of Education Programs</i> – The Superintendent or designee shall develop administrative procedures and programs to increase the awareness of the problems of bullying, and train teachers and support staff to effectively intervene if bullying is witnessed in their presence or brought to their attention.</p> <p><i>Intervention</i> – Teachers and staff workers who observe acts of bullying shall take reasonable steps to intervene to stop such conduct, unless intervention would threaten a teacher’s or worker’s personal 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 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 cyber bullying.</p> <p>Students shall be encouraged to report bullying or cyber bullying complaints to district employees, who will notify building principals.</p> <p>The building principal or designee will inform parents/guardians of the victim and person accused.</p>
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<p>5. Guidelines</p> <p>Pol. 218, 233</p>	<p><u>Student, Parent/Guardian And Employee Reporting</u></p> <p>The school district expects 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. Students should be encouraged not to stand by as third parties and tolerate bullying by others. Parents/Guardians may contact the building principal to report acts of bullying.</p> <p>If teachers cannot reasonably remediate acts of bullying through their own intervention, they shall report the bullying to the building principal. Other school employees who observe acts of bullying shall report the conduct to the building principal. The building principal or designee shall investigate any report of bullying and shall resolve this instance in a manner consistent with the district's stance that such acts will not be tolerated and that students are to be taught that bullying is unacceptable behavior.</p> <p><u>Investigation Procedures</u></p> <p>Each building principal or designee is authorized to investigate reports of bullying brought to their attention by students, parents/guardians or school employees. Any investigation of a report may include meeting with students, parents/guardians or employees; a review of student records and other reasonable efforts to better understand the facts surrounding a reported incident.</p> <p><u>Consequences/Discipline</u></p> <p>Consequences for students who are found to have bullied others may include counseling, a parental conference, detention, suspension, expulsion, a loss of school privileges and/or exclusion from school-sponsored activities.</p> <p>Depending upon the severity of a particular situation, the building principal may also take appropriate steps to ensure student safety. Such steps may include the implementation of a safety plan; separating and supervising the students involved; providing employee support for students as needed; reporting incidents to law enforcement, if appropriate; and developing a supervision plan with parents/guardians.</p> <p><u>Dissemination And Training</u></p> <ol style="list-style-type: none"> 1. A summary of this policy shall be included in the Code of Conduct and the school district calendar.
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<p>Pol. 218</p>	<p>2. Discussion of the policy shall be included in the orientation of each new teacher and periodically in staff development workshops.</p> <p><u>Confidentiality</u></p> <p>The Central Dauphin School District recognizes that both the complaining student and the alleged bully/extorter have strong interest in maintaining the confidentiality of the allegations and related information. The privacy of the complaining student, the individual(s) against whom the complaint is filed, and the witness will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with Family Educational Rights Privacy Act (“FERPA”) and any discovery or disclosure obligations. As limited by FERPA protections, the principal or designee may inform the complaining student/parents/guardians of the outcome of the investigation.</p> <p><u>Reprisal</u></p> <p>Any student who retaliates against another student for reporting bullying or extortion or for assisting or testifying in the investigation or hearing may be subject to disciplinary action.</p>
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