

USD 223
Barnes – Hanover-Linn
Bullying Policy

Section I - Introduction

In an effort to ensure a school environment where the children of our community may receive an education free from the effects of bullying and harassment, and in compliance with the mandates of anti-bullying legislation SB 68 enacted by the Kansas Legislature, Unified School District 223 is adopting the following policy:

Section II – Statement of Policy

Unified School District 223 will not tolerate bullying or harassing behavior inflicted by one student upon another:

- While traveling to and from school,
- On school property,
- At school sponsored events,
- On a school bus, school van or any other vehicle,
- While utilizing school property.

Section III – Definitions of Bullying

As outlined in state statute 72-8256, Unified School District 223 defines bullying as any intentional gesture or any written, verbal, electronic, or physical act or threat that is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for a student or staff member that has the effect of:

- Harming a student or staff member, whether physically or mentally,
- Damaging a student or staff member's property,
- Placing a student or staff member in reasonable fear of harm,
- Placing a student or staff member in reasonable fear of damage to his/her property.

Bullying behaviors may also include but are not limited to:

- Intentional, direct physical contact such as hitting or shoving, with intent to harm,
- Written threats,
- Damaging a student's property as a means of intimidation,
- Verbal assaults, including but not limited to threats of violence or name calling,
- Spreading rumors,
- Teasing,
- Ostracizing/socially isolating,
- Setting up /facilitating bullying behavior by others,
- Taunting,

- Cyber bullying – which means bullying by use of any electronic communication device through means including, but not limited to, e-mail, instant messaging, text messaging, blogs, mobile phones, pagers, online games and websites.

Section V – Reporting

Unified School District 223 requires all administrative, teaching and classified staff to report any incidents of harassment or bullying which they might observe. This information should be reported to the counselor or building administrator. Verbal information to be reported should include:

- Name of the individual who has allegedly been a victim of bullying or harassment,
- Name of the individual who has allegedly committed the bullying or harassment,
- Names of witnesses to the incident(s),
- Date, time and location of where the incident(s) took place,
- Description of the events observed.

In addition, the staff member reporting the incident should fill out the proper Bullying Intervention Form and submit it to the office. This form will become a part of the student's record. Appropriate classroom teachers will be notified or given a copy of the report.

Section VI – False Reporting

Falsely reporting bullying is another form of bullying and will be treated accordingly.

Section VII – Notification of Parents

Upon receiving a report of harassment or bullying, Unified School District 223 shall notify parents of the individual being bullied or harassed, as well as the parents of the individual(s) who has allegedly committed the bullying or harassing behavior when deemed appropriate by the building administrator. Parents of all individuals involved should be advised that a thorough investigation of the incident will be conducted.

Section VIII – Investigation of Allegations

Unified School District 223 shall authorize investigations of all reported incidents of alleged bullying or harassment. The investigations will be conducted by designated administrative personnel from within each school. The investigation may include:

- Reading the written report,
- Listening to statements from the individual(s) who has allegedly been bullied or harassed,

- Listening to statements from the individual(s) who has allegedly committed the bullying or harassing behavior,
- Listening to statements from any staff member or student who may have witnessed the incident in question.

Section IX – Disciplinary Measures

If, upon completion of an investigation conducted as outlined in Section VIII of this policy, it is determined that bullying and/or harassment has taken place, disciplinary measures will be taken. Based on factors that may include but are not limited to the severity of the behavior and/or the number of incidents in which the person who has committed the bullying or harassing behavior has been involved, the disciplinary measure may include:

- Verbal reprimand,
- Detention,
- In School Suspension (ISS),
- Out of School Suspension (OSS),
- Expulsion,
- Other action as deemed appropriate by the building administrator.

Section X – Retaliatory Behavior

Unified School District 223 will not tolerate any type of retaliatory behavior toward an individual who has been a victim of bullying or harassment or to any individual who has reported an incident of bullying or harassment. This includes any students, staff or family members of students.

Should it be determined that an individual has engaged in retaliatory behavior against any student, staff member or family member of an individual involved in a bullying or harassment incident, they will be subject to escalated disciplinary action.

Section XI – Confidentiality

Unified School District 223, in compliance with SB 68, ensures the confidentiality of any information provided relating to a reported bullying incident and that such information be exempted from disclosure under the Open Records Act.

Section XII – Surveys

On an annual basis, Unified School District 223, as mandated by SB 68, will conduct surveys of all students within the district to determine the effectiveness of the district's plan to eliminate bullying. Information pursuant to the survey shall include:

- The age, grade level and sex of the student,

- Whether or not the student was a victim of bullying or witnessed the bullying of another student,
- The type of bullying of which the student either was a victim or a witness,
- The age, grade level and sex of the student who committed the bullying,
- The number of times a student was either a victim of or witness to bullying,
- Any other information requested by the state board of education or deemed necessary by the board of education of the district.

The information collected in these surveys will be reported to the Kansas Department of Education in a manner and form required by the department.