

BULLY/HARRASSMENT REGULATION



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The Administration of DBCS recognizes that aggressive behavior on the part of students poses a disruption to the educational process. Such aggressive behavior, in many instances, can be directly attributed to bullies. **Students who engage in any act of bullying are subject to disciplinary action as stated in this policy and may be referred to law enforcement if necessary.** On occasion, students being bullied fail to seek assistance from staff, feeling that staff will fail to help them, thus aggravating the situation. DBCS exhibits a philosophy strongly supporting a “no-bullying” position.

As Used in This Policy:

1. “Bullying” means any pattern of harassment, intimidation, threatening behavior, physical act, verbal or electronic communication directed toward a student or group of students that results in or is reasonably perceived as being done with the intent to cause negative educational or physical results for the targeted individual or group and is communicated in such a way as to disrupt or interfere with the school’s educational mission or the education of any student;
2. “At school” means on school grounds, in school vehicles, at school sponsored activities, or at school-sanctioned events;
3. “Electronic communication” means the communication of any written, verbal, pictorial information or video content by means of an electronic device, including, but not limited to, a telephone, a mobile or cellular telephone or other wireless telecommunication device or a computer; and
4. “Threatening behavior” means any pattern of behavior or isolated action, whether or not it is directed to another person, that a reasonable person would believe indicates potential for future harm to students, school personnel, or school property.

STUDENT BULLYING PREVENTION AND INTERVENTION

PURPOSE: To address student bullying behavior effectively through a multi-faceted approach that includes education and the promotion of a positive school atmosphere.

DBCS expressly prohibits any form of bullying behavior by students at school, as well as active or passive support for acts of bullying, harassment and intimidation.

In addition, DBCS prohibits bullying behavior by students outside of the regular school day if it causes a substantial and material disruption at school or an interference with rights of students and personnel to be secure. This includes, but is not limited to, bullying through electronic communication, whether or not such communication originated at school or with school equipment, if the communication is specifically directed at students or school personnel, and concerns bullying, harassment, or intimidation at school.

DBCS is committed to providing appropriate and relevant training to staff regarding identification of behavior constituting student harassment, intimidation, bullying, and threatening behavior.

DBCS will ensure that students shall participate in an annual education program that sets out expectations for behavior and emphasizes an understanding of harassment, intimidation, bullying, and threatening behavior. Students shall also be informed of the consequences resulting from bullying conduct toward their peers.

DBCS will also ensure the principal implements administrative regulations in furtherance of this policy. Students who engage in bullying behavior shall be subject to school discipline, up to and including suspension out of school in accordance with the policies, rules, and regulations of DBCS.

The Administration recognizes there are many motivations behind the act of bullying, one of which may be for a discriminatory purpose. If the bullying behavior constitutes discriminatory harassment, intimidation or bullying (i.e., it is targeted toward an individual because of race, color, religion, sex, sexual orientation, age, national origin, marital status, veteran status, disability or genetic information), the misconduct is prohibited pursuant to DBCS policy regarding discrimination.

Retaliation is expressly prohibited against any person who participates in reporting, investigating, or addressing any incident of student bullying behavior. Any person who knowingly makes false accusations against another person will be appropriately disciplined pursuant to this policy. Any accusations confirmed to be false will be removed from the falsely-accused student's file.

STUDENT BULLYING PREVENTION AND INTERVENTION

In furtherance of the DBCS policy regarding student bullying prevention and intervention, DBCS shall:

1. Require students to be notified annually and new students to be notified upon enrollment of the process by which to report bullying, whether in person, in writing, or anonymously;
2. Enable students to report acts of bullying to teachers, counselors, and school administrators;
3. Enable the parents or guardians of students to file reports of suspected bullying;
4. Require teachers, counselors, school administrators and other school staff members who witness acts of bullying or receive reports of bullying to promptly notify school administrators in writing;
5. Require school administrators to identify the appropriate personnel to document, investigate, and review all reports of bullying they receive;
6. Require prevention and intervention strategies, as described below, based on building data, as defined by DBCS policy, for school staff to address bullying behaviors. These interventions will be on a continuum, ranging from those aimed at prevention to those interventions that address more serious bullying behavior on a case-by-case basis;
7. Include prohibitions and guidance concerning bullying in the DBCS educational material provided to staff, students, and parents;
8. Require school administrators or designee to notify the parent or guardian of any student who commits a verified act of bullying and the parent or guardian of any student against whom such act was directed;
9. Require the DBCS Administration to keep a record of verified and non-verified reports of bullying, and if required, to make such list available for DBCS inspection and to report annually to the State Department of Education;
10. Ensure the training of school personnel to be sensitive to the interpersonal dynamics of bullying behavior so that they recognize the need to protect all students from reprisal, retaliation, and false accusations.

DBCS' "Prevention and Intervention Strategies" referenced above include, but are not limited to:

1. Implementation of a positive behavioral intervention and support process or another evidence-based model approach for the safe school climate or for the prevention of bullying, including any such program identified by the State Department of Education;
2. A school survey to determine the prevalence of bullying, which take place during the second or third quarter of each school year and a summary of which will be made available to a District office designee; and

3. Establishment of a Safe School Committee for each school site. The Safe School Committee will consist of at least seven members that will review the survey results and reported bullying incidents and recommend strategies to prevent bullying behaviors. One member of the Safe School Committee must participate in the investigation of bullying reports;
- 4. The development, posting and enforcement of rules at each school site that prohibit bullying and establish appropriate consequences for those who engage in such acts, as defined by DBCS policy;**
5. The constant provision of adult supervision at each school site of outdoor areas, hallways, the lunchroom, and other specific areas where bullying is likely to occur;
6. Inclusion of grade-appropriate research-based bullying prevention curricula, as compiled by the State Department of Education and which is reported annually using a fidelity checklist to submit to Safe School Committee members;
7. The participation of all employees directly involved with student services in annual bullying awareness/intervention training and suicide prevention training;
8. The participation of all new employees directly involved with student services in bullying awareness/intervention training and suicide prevention training before reporting to their new positions;
9. Individual interventions for students who engaged in confirmed bullying behavior and against whom bullying behavior has been confirmed, the parents or guardians of those students and involved school staff members;
10. School-wide training related to the provision of a safe school climate;
11. The promotion of parent involvement in bullying prevention through individual or team participation in meetings, trainings and individual interventions, which may include discussion panel, Safe Schools Committees, PTSA, parent involvement facilitators, and the like;
12. Referrals of students and parents to community mental health care options, as appropriate; and
13. Requesting disclosure of any information concerning students who have received mental health care for an incident that indicates an explicit threat to the safety of students' applicable state and federal laws and regulations.

REPORTING BULLYING

Each staff, student, and parent, who believes a student is being subjected to “bullying,” as defined in this policy, shall immediately report the same to a member of the Administration of

DBCS. DBCS will conduct a prompt and appropriate investigation of the reported incident and take all and necessary actions to ensure the activity ceases, inclusive of reporting the activity to the appropriate law enforcement agency.

Bully Proofing Your School is a comprehensive approach for elementary schools to identify and intervene with bullies. Thus, the DBCS will utilize this approach to attempt to completely eradicate the bully syndrome. Staff and parent representatives will be trained on how to use the program effectively. The staff will receive training on this approach and follow-up on an as needed basis. Parent training will occur during the Parent Informational Meeting. Supplemental materials will include: (1) Protecting Students from Harassment and Hate Crimes, published by the U.S. Department of Education, (2) Safeguarding Our Students: An Action Guide and (3) Early Warning/Timely Response, A Guide to Safe Schools.

With effective training for teachers and strong parental support, the administration believes that the bully concept will be eliminated from DBCS.

PARENT RESPONSIBILITY REGARDING BULLYING/ABUSE

Prior to reporting alleged bullying or abusive acts to the Administration, parents may want to consider three (3) important areas. These include: (1) seeking out time to educate yourself regarding bullying/abuse, (2) communicating with your children on a regular basis regarding bullying/abuse and (3) ensuring that your children understand what bullying and abusive acts represent.

Educate yourself regarding bullying/abuse

Learn the kind of individuals who bully or abuse children. Stay alert to possible dangers in your neighborhood. Understand the person who bullies/abuses is usually known by your child.

Keep the lines of communication open with your child

Be a good listener. Sometimes children are reluctant to report bullying/abuse. They may have been threatened by the abuser. Patiently draw your children out with appropriate questions and most of all listen to their answers.

Train your children

Make sure they fully understand what bullying and abuse represent. Show them how to use this information to protect for their own protection, including teaching them what to say if approached by an abuser. Make sure they report any acts of bullying/abuse to the proper authorities.

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