



## Girard USD 248 Bullying Prevention Program

### INTRODUCTION

The Girard School District is committed to a safe and civil educational environment for all students, employees, volunteer and patrons, free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any intentional written, verbal, or physical act, when the intentional written, verbal or physical act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo’s, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, cyberbullying, or other written, oral or physical actions.

Counseling, corrective discipline, and/or referral to law enforcement (mental health) will be used to change the behavior of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy. Behaviors that do not rise to the level of bullying, as defined below, still may be subject to intervention and/or discipline under another section of the discipline plan or a discipline policy. Some bullying behaviors may require a report to local law enforcement.

### DEFINITION of BULLYING (per KSDE and SB 68):

1) “Bullying” means:

(A) Any intentional gesture or any intentional written, verbal or physical act or threat that is sufficiently severe, persistent or pervasive that creates an intimidating, threatening or abusive educational environment for a student or staff member that a reasonable person, under the circumstances, knows or should know will have the effect of:

- i. Harming a student or staff member, whether physically or mentally;
- ii. Damaging a student’s or staff member’s property;
- iii. Placing a student or staff member in reasonable fear of harm to the student or staff member; or
- iv. Placing a student or staff member in reasonable fear of damage to the student’s or staff member’s property; or

(B) any form of intimidation or harassment prohibited by the board of education of the school district in policies concerning bullying adopted pursuant to this section or subsection (e) of K.S.A. 72-8205, and amendments

thereto.

- (2) "School vehicle" means any school bus, school van, other school vehicle and private vehicle used to transport students or staff members to and from school or any school-sponsored activity or event.
  - (b) The board of education of each school district shall adopt a policy to prohibit bullying on school property, in a school vehicle or at a school-sponsored activity or event.
  - (c) The board of education of each school district shall adopt and implement a plan to address bullying on school property, in a school vehicle or at a school sponsored activity or event. Such a plan shall include provisions for the training and education for staff members and students.
  - (d) The board of education of each school district may adopt additional policies relating to bullying pursuant to subsection (e) of K.S.A. 72-8205, and amendments thereto.

### **DISTRICT POLICY**

The following bullying policy was adopted by the Girard Board of Education at the regular meeting held on August 9, 2007.

**JDDC *Bullying*** (See GAAB, JCE, JGEC, JGECA, JDD and EBC) **JDDC**

*The board of education prohibits bullying in any form on school property, in a school vehicle or at a school-sponsored activity or event. The administration shall propose, and the board shall review and approve a plan to address bullying on school property, in a school vehicle or at a school-sponsored activity or event.*

*The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the board. Students who have bullied others in violation of this policy may be subject to disciplinary action, up to and including suspension and expulsion. If appropriate, students who violate the bullying prohibition shall be reported to local law enforcement.*

### **STAFF TRAINING**

The district will provide bullying training for all staff members each year. All school employees must attend the provided training session or make arrangements with the building principal to receive comparable training. PDP toolbox will serve as documentation that each certified employee attended the provided training. Staff supervision by administrators will include attention to employee efforts to implement the bullying prevention program required by board policy.

### **STUDENT TRAINING**

Each building will provide bullying training for all students each year. This training may be in the form of a character education program, or individual training sessions provided for students by staff or consultants. This training should take place in various formats at every grade level within the district to ensure all students have been educated regarding the bullying prevention program. Part of this training of students will include emphasis on the following student code:

- 1) We will not bully others.
- 2) We will try to help students who are bullied when it is safe to do so.
- 3) We will include students who are left out.
- 4) We will tell an adult at school and an adult at home when we see someone being bullied.

## **REPORTING OF INCIDENTS**

Students, parents and/or teachers may report any bullying incident to any adult employee of the Girard School District. Once an employee has received a bullying report, it is the responsibility of the employee to promptly contact the building principal and inform him/her of the complaint. A drop box will be placed in a location accessible to all students in each building, so students can report violations on an anonymous basis. Once a report has been made, it is the responsibility of the building principal or his/her designee to investigate the incident, and act accordingly to the policies of the Girard School District.

## **DISPOSTION OF INCIDENTS**

After conducting an investigation, some possible remedies include (but are not limited to):

- Only documentation of incident if there is not adequate evidence to conclude that bullying, harassment, or intimidation occurred
- Opportunity for the complainant to explain to the alleged perpetrator that the conduct is unwelcome, disruptive, or inappropriate either in writing or face-to-face
- Statement from school official to the alleged perpetrator that the alleged conduct is not appropriate and could lead to discipline if proven or repeated
- Conference with student and parents
- Referral to guidance counselor
- Corrective actions like loss of privileges, detention, suspension, expulsion, etc.
- Referral to school resource officer and/or law enforcement agencies

## **DATA COLLECTION & REPORTING TO BOARD OF EDUCATION**

Each building will gather bullying data and report the results to the Board of Education at the end of the school year. The data will be a summary of the bullying incidents reported and investigated throughout the year.

- The requirements of this legislation shall be implemented by school districts on or before January 1, 2008.

JDDC Bullying (See EBC, GAAE, JCE, JDD, JGEC, JGECA, and KGC) JDDC

The board of education prohibits bullying in any form either by any student, staff member, or parent towards a student or by a student, staff member, or parent towards a staff member on or while using school property, in a school vehicle, or at a school-sponsored activity or event. For the purposes of this policy, the term “bullying” shall have the meaning ascribed to it in Kansas law.

The administration shall propose, and the board shall review and approve a plan to address bullying as prohibited herein. The plan shall include provisions for the training and education of staff members and students and shall include appropriate community involvement as approved by the board.

Students who have bullied others in violation of this policy may be subject to disciplinary action, up to and including suspension and/or expulsion. If appropriate, students who violate the bullying prohibition shall be reported to local law enforcement.

Approved: KASB Recommendation – 06/07; 6/08; 6/09; 6/13

GAAE Bullying by Staff (See EBC, GAAB, JDD, JDDC, and KGC) GAAE

The board of education prohibits bullying in any form either by any student, staff member, or parent towards a student or by a student, staff member, or parent towards a staff member on or while using school property, in a school vehicle or at a school-sponsored activity or event. For the purposes of this policy, the term “bullying” shall have the meaning ascribed to it in Kansas law.

The administration shall propose, and the board shall review and approve a plan to address bullying as prohibited herein. The plan shall include provisions for the training and education of staff members.

Staff members who bully others in violation of this policy may be subject to disciplinary action, up to and including suspension and/or termination. If appropriate, staff members who violate the bullying prohibition shall be reported to local law enforcement.

Approved: KASB Recommendation – 6/13

KGC Bullying by Parents (See EBC, GAAE, JDDC, KGD) KGC

The board of education, in its commitment to provide a positive and productive learning and working environment for its students and staff in accordance with state law, prohibits bullying in any form either by any student, staff member, or parent towards a student or by a student, staff member, or parent towards a staff member on or while using school property, in a school vehicle, or at a school-sponsored activity or event. For the purposes of this policy, the term “bullying” shall have the meaning ascribed to it in Kansas law.

The administration shall propose, and the board shall review and approve a plan to address bullying as prohibited herein.

Parents participating in prohibited bullying conduct aimed at district students and/or staff members may jeopardize their access to district facilities; district property; school sponsored activities, programs, and events; and/or district students and/or staff members through the district’s communication systems. As appropriate, reports to local law enforcement will be filed to report criminal bullying behaviors.

This policy and the district bullying plan {shall/may} be posted on the district’s website and copies of such documents shall be made available to parents of current students upon request.

Approved: KASB Recommendation – 6/13