



## ANTI-BULLYING ADMINISTRATIVE POLICY

The District is committed to providing a safe learning environment for each of its students. Student achievement is best attained in an atmosphere that is free from the fear of emotional and physical intimidation and threats. Bullying is a destructive behavior that will erode the foundational principles on which a school is built. Bullying is prohibited while in school, on school equipment or property, in school vehicles, on school buses, at designated school bus stops, at school sponsored activities, at school sanctioned events; or by an electronic act that results in the substantial disruption of the orderly operation of the school or educational environment. This will apply to an electronic act whether or not the electronic act originated on school property or with school equipment, if the electronic act is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose. The District will not tolerate any behavior that is classified as bullying and will take steps to eliminate such behavior.

The District offers training and materials regarding policy compliance, the nature of bullying, its consequences, and the procedures for reporting bullying behavior to district employees responsible for reporting or investigating bullying. School employees and volunteers who have witnessed or have reliable information that a student has been a victim of bullying shall report the incident to the building principal or designee.

Students who believe they have been a victim of bullying or parents who believe their child has been victimized by a bully, should file a complaint by contacting a school counselor, teacher, or principal. After an investigation of a complaint has been completed, and a record is made of the investigation, a student found to be in violation of this policy will be subject to disciplinary action that is appropriate to the degree of seriousness of the bully behavior, the age of the offending student, and the frequency of the behavior. The person who files the complaint will not be subject to retaliation or reprisal in any form. For the purposes of this policy, bullying means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated and that causes or creates actual or reasonably foreseeable: physical harm to a public school employee or student or damage to the public school employee's or student's property; substantial interference with a student's education or with a public school employee's role in education; a hostile educational environment for one or more students or public school employees due to the severity, persistence or pervasiveness of the act; or substantial disruption of the orderly operation of the school or educational environment. Whereas "attribute" means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, disability, gender, gender identity, physical appearance, health condition, or sexual orientation. Bullying behavior will generally be established when an individual has endured a pattern of offensive behavior or when a single serious act is committed depending on the surrounding circumstances (ACA 6-18-514).

Individuals who withhold information, purposely provide inaccurate facts, or otherwise hinder an investigation of a student for the purposes of bullying, shall be subject to disciplinary action.