

BULLYING AND HARASSMENT

The Todd County School District is committed to providing a safe learning environment for all students, employees, volunteers and community that is free from harassment, intimidation or bullying.

Bullying is considered to be severe, persistent, or pervasive in that it creates an intimidating or threatening environment and has the effect of substantially disrupting the orderly operation of the school.

DEFINITION:

Bullying is defined as the act of one or more individuals intimidating one or more persons negatively and over time through verbal, physical, mental, cyber, or written interactions and those persons have difficulty defending themselves. Bullying may take many forms and can occur in any setting. It can create insecure and unwarranted anxiety that will affect the social environment in a school.

Examples of bullying include, but are not limited to:

Intimidation – either physical or psychological

Threats of any kind – stated or implied

Assaults on students – including those that are verbal, physical, psychological and emotional

Attacks on personal property

Cyber text messaging

Cyber stalking is the act of communicating words, images, or language through the use of electronic mail or electronic communication directed at or about a specific person causing substantial emotional distress to that person and serving no legitimate purpose.

Cyber bullying is the willful and repeated harassment and intimidation of a person through the use of digital technologies including but not limited to email, blogs, social website, chat rooms and instant messaging.

Harassment is defined as threatening, insulting, and dehumanizing gestures, use of technology, computer software or written, verbal or physical conduct directed against a student or employee that places a student or employee in

reasonable fear of harm to his or her person or damage to his or her property. Harassment has the effect of substantially interfering with a student's education performance or an employees work performance opportunities or benefits. It also has the effect of substantially negatively impacting a student or employee's emotional or mental well being and substantially disrupting the orderly operation of the school.

OBJECTIVES:

It is expected that all staff send a clear message to students and staff that bullying in the schools, on school grounds, on the buses or at school sponsored activities will not be tolerated and will be grounds for disciplinary action up to and including suspension and expulsion for students and termination for employees.

The District will promptly and reasonably investigate allegations of harassment, including bullying as designated by the negotiated agreements. The principal or his/her designee will be responsible for handling all complaints by staff alleging harassment, including bullying.

No retaliation of any kind is permitted in connection with an individual having made a bullying/harassment complaint and if it occurs it shall be deemed an additional act of bullying/harassment.

Members of the community who have credible information that an act of bullying/harassment has taken place may file a report of bullying/harassment as a witness, or as a victim.

Disciplinary consequence for a person who commits bullying/harassment will follow the written policy, which may range from suspension to termination.

ADOPTED: April 27, 2009
REVISED: March 19, 2013
REVIEWED: August 24, 2015
REVISED: January 26, 2016