

SCHUYLKILL INTERMEDIATE UNIT 29

SECTION: PUPILS

TITLE: BULLYING/
CYBERBULLYING

ADOPTED: November 3, 2008

REVISED: September 12, 2011

REVISED/

REVIEWED: July 13, 2015

249. BULLYING/CYBERBULLYING

1. Purpose

The Board is committed to providing a safe, positive learning environment for students attending Intermediate Unit programs. Creating and maintaining a safe and welcoming learning environment for all students is a high priority. The Board recognizes a safe school environment free from bullying is necessary for students to learn and achieve high academic standards. Bullying behavior creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by Intermediate Unit students.

2. Definitions
SC 1303.1-A

Bullying - for the purposes of this policy, bullying means an intentional electronic, written, verbal or physical act, or a series of acts directed at another student or students which occurs in a school setting, that is severe, persistent or pervasive, and that has the effect of doing any of the following:

1. Substantially interfering with a student’s education.
2. Creating a threatening environment.
3. Substantially disrupting the orderly operation of the school.

For example, bullying could be cyberbullying, and/or a form of harassment in which the behavior is intended, or perceived to intend, to harm or cause distress to another. It may include, but is not limited to, actions such as verbal taunts, physical aggression, extortion of money or possessions, exclusion from peer groups within school, name-calling, and derogatory statements, including any discriminatory statements prohibited by and consistent with the Intermediate Unit’s nondiscrimination and harassment policies.

The term cyberbullying shall not be interpreted to infringe upon a student’s right to engage in legally protected speech or conduct.

<p>SC 1303.1-A</p>	<p>School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the Intermediate Unit.</p>
<p>3. Authority SC 1303.1-A</p>	<p>The Board prohibits all forms of bullying in any school setting. Any violation of this policy shall be considered an infraction of the Code of Student Conduct, with discipline implemented accordingly, and on a case-by-case basis. All bullying behavior that is believed to be a violation of the Pennsylvania Crimes Code will be reported to the police.</p> <p>This policy shall be implemented through the cooperative efforts of the Executive Director, the Executive Director’s Team, the building administrators, the school employees, the parents/guardians, the students, the school volunteers, law enforcement, agency providers and the Intermediate Unit’s community.</p> <p>Any person discovering bullying shall report the incident to a Schuylkill Intermediate Unit teacher, counselor, or administrator. School employees will provide immediate interventions consistent with this policy. Students are also required to immediately report bullying</p> <p>The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the Intermediate Unit’s legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.</p>
<p>4. Delegation of Responsibility</p>	<p>Each student must be responsible to respect the rights of others and to ensure an atmosphere free from bullying.</p>
<p>SC 1303.1-A</p>	<p>The Executive Director or designee(s) must ensure that this policy is reviewed annually with students, and in cooperation with other appropriate Intermediate Unit administrators ensure that this policy is reviewed every three (3) years, then, if applicable, recommend necessary changes to the Board of Directors.</p>

<p>SC 1303.1-A</p>	<p>The Intermediate Unit administrators must annually provide the following information with the Safe School Report:</p> <ol style="list-style-type: none"> 1. The Board of Director’s Bullying Policy. 2. A report of the Intermediate Unit’s bullying incidents. 3. Information on the development and implementation of the bullying prevention, intervention, and education programs.
<p>5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218</p>	<p>The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.</p> <p>This policy must be accessible in every Intermediate Unit classroom. The policy must be posted in a prominent location within each Intermediate Unit building and on the website, if available.</p>
<p>SC 1302-A, 1303.1-A Pol. 236</p>	<p><u>Bullying Prevention, Intervention, And Education Programs</u></p> <p>The Intermediate Unit must develop and implement bullying prevention and intervention programs. Such programs shall provide Intermediate Unit staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.</p> <p>The Intermediate Unit must educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.</p> <p>Bullying prevention, intervention, and education programs must also be provided that consists of school-wide actions, classroom-level activities, individual interventions and community involvement.</p> <p>1. School-wide actions include, but are not limited to, training for school staff and students and adoption of the following district-wide anti-bullying rules:</p>

- a. We do not bully others.
- b. We help students who are bullied.
- c. We include students who are left out.
- d. We tell an adult at school and an adult at home when somebody is being bullied.

2. **Classroom level activities** include, but are not limited to, consistent interventions, use of rules, reinforcement of pro-social behavior, and incorporation of anti-bullying themes.

3. **Individual interventions** include, but are not limited to, follow up with both victims and bullies that may include consequences, provisions for making restitution and counseling referrals, as appropriate.

4. **Community involvement** encourages partnerships with families, community organizations and agencies to implement the Intermediate Unit's bullying prevention, intervention, and education programs.

Complaint Procedure

When a student believes that s/he is a victim of bullying, the student shall promptly report a complaint of bullying, orally or in writing, to the supervisor, counselor, teacher or another school employee. If the supervisor is the subject of a bullying complaint, the student shall promptly report the complaint directly to the Executive Director or Executive Director's designee.

All school employees are required to report alleged violations of this policy to the building supervisor or the supervisor's designee. An employee shall be subject to disciplinary procedures consistent with the current collective bargaining agreement, as applicable, and Intermediate Unit policy for failure to report.

Complaints of bullying must be investigated by the supervisor/supervisor's designee, or Executive Director/Executive Director's designee, as applicable, promptly, and corrective action must be taken when all allegations are verified, Confidentiality of all parties must be maintained, consistent with the Intermediate Unit's legal and investigative obligations. The incident must be maintained as a confidential record in the discipline file of both the victim and the bully.

The building supervisor/supervisor's designee or Executive Director/Executive Director's designee will contact the parent/guardian of both the bully and the

<p>SC 1303.1-A Pol. 218, 233</p>	<p>victim.</p> <p><u>Consequences For Violations</u></p> <p>A founded charge against an Intermediate Unit employee shall subject such employee to disciplinary action, up to and including discharge.</p> <p>A founded charge against an Intermediate Unit student shall subject such student to disciplinary action, consistent with the Code of Student Conduct. Appropriate consequences and remedial actions range from positive behavioral interventions to and including suspension or expulsion, which may include:</p> <ul style="list-style-type: none">{ } Counseling within the Intermediate Unit or school.{ } Parental conference.{ } Loss of school privileges.{ } Separating the student(s) being bullied from the perpetrator, reassignment to another classroom or school bus.{ } Exclusion from school-sponsored activities, warnings, usage restrictions, loss of privileges{ } Oral or written reprimands.{ } Detention.{ } Suspension.{ } Expulsion.{ } Referral to law enforcement officials, legal proceedings <p>Any violation of this policy shall be considered an infraction of the Code of Student Conduct and any other applicable Intermediate Unit policy, with discipline implemented accordingly on a case-by-case basis. Any violation of the Pennsylvania Crimes Code will be reported to the police department.</p> <p>Victims and their parents/guardians shall be made aware of appropriate counseling, agency services and safety plan developments described in the Intermediate Unit's victimization procedures.</p>
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Retaliation

The Intermediate Unit prohibits reprisal or retaliation against any person who in good faith reports an act of bullying. The supervisor/supervisor's designee, in accordance with the Code of Student Conduct and/or other Intermediate Unit policy, will determine the consequences and remedial actions for students, and the Executive Director/Executive Director's designee for employees. Any violation of the Pennsylvania Crimes Code will be reported to the police department.

False Reports

The supervisor, in accordance with the Code of Student Conduct and/or other Intermediate Unit policy, will determine the consequences and remedial actions for a student found to have falsely accused another as a means of harassment, intimidation or bullying. The Executive Director will determine consequences and remedial actions for an employee found to have falsely accused another as a means of harassment, intimidation or bullying. Any violation of the Pennsylvania Crimes Code will be reported to the police department.

References:

School Code – 24 P.S. Sec. 1302-A, 1303.1-A

State Board of Education Regulations – 22 PA Code Sec. 12.3

Federal Children's Internet Protection Act – 47 U.S.C. Sec. 254

Board Policy – 000, 218, 233, 236, 248