

File: JICDE
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Title: Bullying Prevention

Bullying Prevention

Bullying is one or more of the following behaviors that occurs to the point of interfering with the student's educational opportunities:

When a person is exposed to negative actions.

When one person has more power, so the person being victimized feels that he/she can't defend him/herself.

When a person, who is a target, may feel embarrassed, hurt, scared, and/or angry and the student is not able to defend him or herself appropriately.

Bullying will not be tolerated, therefore, a hierarchy of consequences is outlined at the end of the document. Unacceptable behaviors that interfere with the respect, responsibility and safety of students include all aspects of bullying:

Physical aggression: pushing, grabbing, hitting, shoving, pinching, spitting, tripping, etc.

Social alienation: gossiping, embarrassing others, ethnic slurs, excluding from a group, comments made towards a person regarding their choice of practice of an alternative lifestyle, etc.

Sexual Harassment: Please see File JBB of the student discipline code.

Verbal aggression: mocking, put-downs, using profanity at others, etc.

Intimidation: threatening others to do something, threatening with a weapon, playing a dirty trick, hazing, etc.

Cyber-Bullying: Defined as the use of electronic information and communication devices to include and not be limited to, email messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, that:

Deliberately threatens, harasses, intimidates an individual or group of individuals; or places an individual in reasonable fear of harm to the individual or damage to the individual's property or has the effect of substantially disrupting the orderly operation of the school.

"School district, operated, or supervised technologies" is any computer, networking system, electronic equipment, or any other equipment or device that may be used by a person to communicate to another which is owned, leased, operated, or under the control or supervision of the school district and/or school district staff.

Reporting and Procedure and Investigation

Any pupil or staff member who believes he/she has or is being subjected to cyber-bullying, as well as any person who has reason to believe a pupil or school staff member has knowledge or reason to believe

another pupil or school staff member is being subjected to or has been subjected to cyber bullying shall immediately make a report to the building principal or designee.

Anti-Harassment

Reporting, receiving and the consequences of bullying incidents will follow the same procedures and guidelines as the anti-harassment policies JBA and JBA-R. Any person, student, adult, school personnel and school visitors will follow the anti-harassment policies set forth by the school board. The school district shall act to investigate all complaints of bullying either formal or informal, verbal or written, and to discipline or take action against any member of the school community who is found to have violated this policy. Appropriate corrective action includes taking necessary steps to end the behavior, to prevent bullying from recurring and to prevent retaliation against anyone reporting the bullying investigation. In addition, the bullying shall be disciplined according to any applicable discipline policy.

Reporting Bullying

Bullying cannot be investigated or corrected by the district until the district has been made aware of such bullying. Therefore, persons are directed to report all incidences of bullying to either a teacher, counselor, assistant principal or principal in their school building.

District Action Following Investigation

If the conduct is determined to be bullying, the district shall take all reasonable action to end the bullying, to prevent recurrence, to prevent retaliation against the student making the report and anyone participating in the investigation and to restore lost educational opportunities to the bullied student. In addition, the bully shall be disciplined according to any applicable discipline policy. The bully may need to be suspended/expelled/excluded in accordance with policy. See policies JK, Student Discipline and JKD/JKE, Suspension/Expulsion/Exclusion of Students.

Notice and Training

Notice of this policy shall be circulated to all district schools and departments and incorporated in all student handouts. A bully-prevention curriculum will be incorporated into appropriate programs.

Hierarchy of Consequences

Level 1 Behaviors

Gossiping / spreading rumors
Embarrassing or making someone look foolish
Mocking or mimicking
Name-calling
Dirty looks
Taunting
Teasing about clothing or possessions
Threatening to reveal personal information
Publicly challenging to do something
Defacing property or clothing
Playing a deceptive or 'dirty' trick

Level 1 Consequences

Parent may be contacted as well as any of the following consequences:
Student will make verbal amends
Student will make written amends
Student will have lunch/after school detention
-Restorative Justice/Community Service

A pattern of Level One behavior may result in consequences for Level Two offenses and referral to intervention services.

Level 2 Behaviors

Add: Pushing/hitting/kicking/spitting

Defacing property (to include Graffiti)
Stealing
Demeaning physical acts that are not physically harmful
Setting up to take the blame
Publicly humiliating
Excluding from group
Social rejection
Teasing about appearance
Intimidating telephone calls
Taking possessions

Level 2 Consequences

Parent will be contacted as well as any combination of the following:
Making amends:
Repairing, cleaning, replacing an item
Writing a report on a pertinent topic
School / community service
School detention
Restorative Justice

A pattern of Level Two behaviors may result in consequences for Level Three offenses.

Level 3 Behaviors

Physical violence / inflicting bodily harm
Threatening with a weapon
Maliciously excluding
Manipulating social order to achieve social rejection
Malicious rumor mongering
Threatening with total isolation by peer group
Verbal threats of aggression against property or possessions
Verbal threats of violence or of inflicting bodily harm
Threats of using coercion against family or friends
Coercion
-Locking in closed or confined space
-Ethnic/racial/(dis)ability, sexual orientation slurs or comments toward others which are meant to degrade a person
-Extortion

Level 3 Consequences

Required parent conference with teacher and principal and any of the following consequences:

Small group or one on one intervention sessions (may include parents, administrators, counselors, teachers, peers)

Short-term suspension
Long-term suspension
Expulsion
-Restorative Justice
-Community Service
- Referral to the Police Department

Criminal behavior will be referred to law enforcement for further action.

Level One behavior may be handled by the teacher, or the administration.

Level Two and Three behaviors will be handled by the administration ("if appropriate, the counselor).

Adopted June 26, 2001
Revised March 18, 2008

Legal Refs.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000 et seq.
Title IX of the Education Amendments of 1972, U.S.C. 1681 et seq.
C.R.S. 24-34-401 et seq.

Cross Refs.: JK, Student Discipline and sub codes
JBA, Anti-Harassment and sub codes
JOB, Sexual Harassment and sub codes