

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
<b>Bullying Prohibition</b>	<b>R 1.3</b>	<b>May 12, 2011</b>	<b>Annually</b>

1. Students need a safe and civil environment to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment.
2. It is the school district's intent to prevent bullying; however, when it does occur, the district will take action to investigate, respond, remediate, and discipline acts of bullying, intimidation, violence, or other similar disruptive behavior.
3. An act of bullying, by either an individual student or a group of students, is expressly prohibited on school district property or at school-related functions, as defined in 12.1.4. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees.
4. The misuse of technology including, but not limited to, teasing, intimidating, defaming, threatening, or terrorizing another student, teacher, administrator, coach, volunteer, contractor, or other employee of the school district by sending or posting e-mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs, also may constitute an act of bullying regardless of whether such acts are committed on or off school district property and/or with or without the use of school district resources. Such conduct will be addressed to the extent that it affects the educational environment, and the rights and welfare of its students, and is within the control of the school district in its normal operations.
5. Apparent permission or consent by a student being bullied does not lessen the prohibitions contained in this policy.
6. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
7. False accusations or reports of bullying against another student are prohibited.

8. Students who commit prohibited acts of bullying, reprisal, or false reporting of bullying, or condone or support another student's act of bullying, shall be subject to disciplinary action in accordance with school district policies and procedures, up to and including suspension and/or expulsion.
9. Teachers, administrators, coaches, volunteers or other employees of the school district who commit, permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying shall be subject to disciplinary action up to and including termination.
10. Consequences for contractors or other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.
11. The school district will investigate all complaints of bullying and will discipline or take appropriate action against any individual(s) found to have violated this policy.

12. Definitions

12.1. For purposes of this policy, the definitions included in this section apply.

12.1.1. "Bullying" means any pattern of written or verbal expression, physical act or gesture, that is intended to cause or is perceived as causing distress to a student(s) which substantially interferes with another student's educational benefits, opportunities, or performance. Examples of bullying include, but are not limited to:

12.1.1.1. Intentional negative actions such as exclusion, stalking, shoving, hitting, beating, remarks about sexual orientation, disability, spreading rumors, physical and verbal harassment or intimidation, racial or ethnic slurs, and remarks about body, mind, family language, religion and socioeconomic status.

12.1.1.2. Bullying includes, but is not limited to, conduct that a reasonable person under the circumstances knows or should know has the effect of:

12.1.1.2.1. Harming a student

12.1.1.2.2. Damaging a student's property

12.1.1.2.3. Placing a student(s) in reasonable fear of harm to person or property

12.1.1.2.4. Creating a hostile educational environment for a student(s)

12.1.1.3. Intimidating a student(s)

12.1.2. "Immediately" means as soon as possible but no later than the next school day.

12.1.3. “On school district property or at school-related functions” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

### 13. Reporting Procedures

- 13.1. Any student who believes he or she has been the victim of bullying shall report alleged acts to the building principal/supervisor, a teacher, or other trusted adult.
- 13.2. Any person (student or adult) with knowledge or belief of conduct that may constitute bullying shall report the alleged acts immediately to the building principal/supervisor, or designee.
- 13.3. A student or other person may report bullying anonymously. However, the school district’s ability to take action against an alleged perpetrator based solely on an anonymous report may be limited.
- 13.4. The school district encourages the reporting party or complainant to use the report form available from the principal/supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.
- 13.5. The building principal/supervisor, or designee, is the person responsible for receiving reports of bullying at the building level. Any person may report bullying directly to a school district human rights officer or the superintendent. If the complaint involves the building principal/supervisor, or designee, the complaint shall be made or filed directly with the school district human rights officer or superintendent by the reporting party or complainant.
- 13.6. A teacher, school administrator, coach, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute bullying shall inform the building principal/supervisor immediately. School district personnel who fail to report conduct that may constitute bullying in a timely manner may be subject to disciplinary action.
- 13.7. Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- 13.8. Submission of a good faith complaint or report of bullying will not affect the complainant’s or reporter’s future grades or education environment, or employment, work assignments, or work environment.

13.9. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

14. District Action

14.1. Upon receipt of a complaint or report of bullying, the school district shall immediately undertake or authorize an investigation by school district officials or a third party designated by the school district.

14.2. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.

14.3. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, positive behavior interventions, warning, suspension, exclusion, expulsion, transfer, remediation, or termination/discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior.

14.3.1. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; school district policies; and regulations.

14.4. The school district is not authorized to disclose to a victim, private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report.

15. Retaliation

15.1. The school district will discipline or take appropriate action against any student, teacher, administrator, coach, volunteer, contractor, or other employee of the school district who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation, proceeding, or hearing relating to such bullying. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment.

16. Training and Education

16.1. On an annual basis, staff will be provided information and applicable training regarding this policy.

16.2. On an annual basis, students will be provided educational information about bullying and the harmful effects of bullying, as well initiatives to prevent bullying. This policy will be provided as a part of education information provided to students.

16.3. The school district will implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the victim, and to make resources or referrals to resources available to victims of bullying.

17. Notice

17.1. The school district will give annual notice of this policy to students, parents/guardians, and staff, and this policy shall appear in the district handbook.