

Students

Bullying

I. Purpose

The purpose of this policy is to maintain a student learning environment that is free from bullying. Bullying activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times. Any individual who engages in bullying activity on school property or at a school-sponsored activity may be subject to discipline.

II. Definitions

- A. “Bullying” means any overt acts by a student or a group of students directed against another student with the intent to ridicule, harass, humiliate or intimidate the other student while on school grounds, or at a school-sponsored activity or on a school bus which acts are repeated against the same student over time. Bullying which occurs outside of the school setting may be addressed by school officials if it has a direct and negative impact on a student’s academic performance or safety in school.

III. General Statement of Policy

- A. No student, volunteer, contractor or employee of the school district shall encourage, aid, or consent to bullying.
- B. No student, volunteer, contractor, or employee of the school district shall permit, condone, or tolerate bullying.
- C. Apparent permission or consent by a person being bullied does not lessen the prohibitions contained in this policy.
- D. Bullying activities are seriously disruptive of the educational process in that they implicate student physical and emotional welfare.
- E. The school district administration will investigate all complaints of bullying and will discipline or take other appropriate action against any person who is found to have violated this policy.

IV. Reporting Procedures

- A. Any person who believes he or she has been the victim of bullying may report the matter to any teacher or member of the school district administration. Any school employee, contractor or volunteer with knowledge or belief of conduct that may constitute bullying, whether by witnessing such conduct or by receiving student reports of bullying, shall report the alleged acts immediately to an appropriate school district official designated by this policy. Students may anonymously report acts of bullying to teachers and school administrators. Parents or guardians of students may also file written reports of suspected bullying.

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IV. Reporting Procedures (continued)

- B. The building administration is responsible for receiving reports of bullying at the building level. However, any person may report bullying directly to the Superintendent or his/her designee.
- C. The building administration will notify the Superintendent and the Director of Pupil Services of any reported incidents of bullying.
- D. Teachers, administrators, other employees of the school district, volunteers and contractors shall be particularly alert to possible situations, circumstances or events which might include bullying. Any such individual who receives a report of, observes, or who otherwise acquires knowledge or belief of, conduct which may constitute bullying must inform the building administration immediately.

V. School District Action

- A. Upon receipt of a complaint or report of bullying school officials shall undertake or authorize an investigation.
- B. If upon investigation it is determined that bullying has occurred the Superintendent or his/her designee will take appropriate action. Such action may include, but is not limited to, warning, detention, suspension, or expulsion. Disciplinary consequences will be sufficiently severe to deter violations.
- C. The parents or guardians of students who engaged in acts of bullying and the parents or guardians of students against whom such acts were directed shall be notified by the Superintendent or his/her designee of the results of the investigation. The notification shall include a description of the response of school staff to such acts and any consequences that may result from the commission of further acts of bullying.
- D. A list of the verified number of acts of bullying shall be maintained and shall be available for public inspection.
- E. The Superintendent shall be responsible for developing an intervention strategy for school staff to deal with bullying.
- F. Case-by-case interventions for addressing reported incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual is required.
- G. Students will be notified annually of the process by which they may make reports of bullying.

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Bullying (continued)

(cf. 5114 – Suspension/Expulsion)

Legal References: Connecticut General Statutes

10-15b Access of parent or guardian to student’s records. Inspection and subpoena of school or student records

10-222d Policy on bullying behavior

PA 06-115 An Act Concerning Bullying Policies in Schools and Notices Sent to Parents or Legal Guardians.

10-233a Definitions

10-233b Removal of pupils from class

10-233c Suspension of pupils

10-233d Expulsion of pupils

10-233e Notice as to disciplinary policies and action

10-233f In-school suspension of pupils. Reassignment

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WATERFORD PUBLIC SCHOOLS
Waterford, Connecticut