FAIRFIELD AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: BULLYING / CYBERBULLYING

ADOPTED:

REVISED: August 11, 2015

	249. BULLYING / CYBERBULLYING
1. Purpose 2. Definitions SC 1303.1-A SC 1303.1-A	 The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying 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 district students. Bullying, as defined in this policy, includes cyberbullying. Bullying shall mean a pattern of repeated harmful behavior by a person with more physical or social power toward a less powerful person. This may include a wide variety of behaviors, with deliberate intent to hurt, embarrass, or humiliate the other person. Researchers have identified three (3) forms of bullying: 1. Physical – the most commonly known form; includes hitting, kicking, spitting, pushing and taking personal belongings. 2. Verbal – includes taunting, malicious teasing, name-calling, and making threats. 3. Psychological or Relational – involves spreading rumors, manipulating social relationships, and engaging in social exclusion or intimidation. Cyber bullying shall mean forms of verbal and psychological bullying that occur on the Internet through e-mail, instant messaging, or through social media sites. Cyber bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student, teacher or employee of the school district by sending or posting inappropriate or derogatory e-mail messages, instant messages, lext messages, digital pictures or images, or web site postings (including blogs). All forms of cyber bullying are unacceptable and, to the extent that such actions are disruptive of the educational process of the district, offenders shall be the subject of appropriate discipline.

	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 school.
3. Authority SC 1303.1-A	The Board prohibits all forms of bullying by district students.
	The Board encourages students who have been bullied to promptly report such incidents to the building principal or designee.
	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 district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.
4. Delegation of Responsibility	Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.
	Students shall be encouraged to report bullying or cyber bullying complaints to school district employees and their parents/guardians. Parents/guardians are encouraged to report suspected bullying to the building principal/program supervisor.
	If an employee suspects that bullying or cyber bullying has occurred, they have a duty to report the incident to the building principal/program supervisor. Employees who witness acts of bullying shall respond appropriately to ensure observed acts of bullying cease and to teach students that bullying is not acceptable behavior.
SC 1303.1-A	The Superintendent or designee shall develop administrative regulations to implement this policy.
SC 1303.1-A	The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.
SC 1303.1-A	The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.

249. BULLYING / CYBERBULLYING

	District administration shall annually provide the following information with the Safe School Report:
5. Guidelines SC 1303.1-A Title 22 Sec. 12.3 Pol. 218	1. Board's Bullying Policy.
	2. Report of bullying incidents.
	3. Information on the development and implementation of any bullying prevention, intervention or education programs.
	The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.
	This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the District web site, if available.
	Complaint Procedure – Student/Third Party
	Step 1 – Reporting
	A student or third party who believes s/he has been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to a teacher, nurse, counselor or administrator.
	A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal.
	Step 2 – Investigation
	Upon receiving a complaint of bullying, the building principal shall immediately begin the investigation.
	The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

249. BULLYING / CYBERBULLYING

	Step 3 – Investigative Report
Pol. 218	The building principal shall prepare a written report within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.
	The findings of the investigation shall be provided to the complainant, the accused, and the Superintendent.
	Step 4 – District Action
	If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur.
20 U.S.C. Sec. 1232g	Disciplinary actions shall be consistent with the school's Discipline Code, Board policies and district procedures, applicable collective bargaining agreements, and state and federal laws.
	If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.
	Confidentiality
	The Fairfield Area School District recognizes that both the complaining student and the alleged bully have a strong interest in maintaining the confidentiality of the allegations and related information. The privacy of the complaining student, the individual(s) against whom the complaint is filed, and the witnesses will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate action, and to comply with Family Educational Rights and Privacy Act (FERPA) and any discovery or disclosure obligations. As limited by FERPA protections, the building principal/program supervisor may inform the complaining student/parents/guardians of the outcome of the investigation.
SC 1302-A, 1303.1-A Pol. 236	Education
	The District may develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.

Reprisal Any student who retaliates against another student for reporting bullying or extortion or for assisting or testifying in the investigation or hearing shall be subject to disciplinary action.
School Code – 24 P.S. Sec. 1302-A,
State Board of Education Regulation Board Policy – 000, 218, 233, 236