

Valley View Elementary

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

Bullying vs. Conflict:

Conflict:

- Happens occasionally
- Accidental
- Not serious
- Equal emotional reaction
- Not seeking power
- Not trying to get something
- Remorseful – takes responsibility
- Effort to solve problem

Bullying:

- Happens repeatedly
- Done on purpose
- Serious threat or harm
- Victim has strong emotional reaction
- Seeking power or control
- Trying to get material items
- No remorse – blames victim
- No effort to solve problem

Bullying can be demonstrated in various forms:

- Physical
- Verbal
- Non-Verbal – gestures, sending friends to do your bullying
- Cyber bullying

Safe UT Crisis and Tip Line App is a great way to communicate bullying to your school administrator or you can call, email or visit them. <https://healthcare.utah.edu/uni/safe-ut/>

"Hazing" means intentionally or knowingly committing an act that:

- 1.** endangers the physical health or safety of a school employee or student
- 2.** involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements
- 3.** involves consumption of any food, liquor, drug, or other substance
- 4.** involves forced or coerced actions or activities of a sexual nature or with sexual connotations
- 5.** involves other physical activity that endangers the physical health and safety of a school employee or student
- 6.** involves physically obstructing a school employee's or student's freedom to move

7. is done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for, membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event
8. if the person committing the act against a school employee or student knew that the school employee or student is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event in which the person committing the act belongs to or participates.

The conduct described in above constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

"Cyber bullying" means the use of email, instant messaging, chat rooms, cell phones, or other forms of information technology to deliberately harass, threaten, or intimidate someone for the purpose of placing a school employee or student in fear of:

1. physical harm to the school employee or student
2. harm to property of the school employee or student.

"Retaliate" means an act or communication intended:

1. as retribution against a person for reporting bullying or hazing
2. to improperly influence the investigation of, or the response to, a report of bullying or hazing.

E. "School" means any public elementary or secondary school or charter school.

"School board" means:

1. a local school board
2. a local charter board.

"School employee" means:

1. school teachers
2. school staff
3. school administrators
4. all others employed or authorized as volunteers, directly or indirectly, by the school, school board, or school district.

II. Purpose

The purpose of this policy is to eliminate all types of bullying and hazing by and against students and employees of the Davis County School District/Valley View Elementary School. This will be accomplished through awareness efforts, training, identification, and disciplinary action (both students and employees) against those who violate this Policy. A secondary purpose is to provide clear standards and a safe and accessible reporting process for victims of bullying and hazing.

III. Publication

A copy of this policy shall be included in student conduct handbooks, employee handbooks, and available on the Davis County School District/Valley View Elementary School website.

IV. Prohibitions

A. No school employee or student may engage in bullying or cyber bullying a school employee or student:

1. on school property
2. at a school related or sponsored event
3. on a school bus
4. at a school bus stop
5. while the school employee or student is traveling to or from a location or event described above.

B. No school employee or student may engage in hazing a school employee or student at any time or in any location.

C. No school employee or student may engage in retaliation against:

1. a school employee
2. a student
3. an investigator for, or witness of, an alleged incident of bullying, cyber bullying, hazing, or retaliation.

D. No school employee or student may make a false allegation of bullying, cyber bullying, hazing, or retaliation against a school employee or student.

V. VALLEY VIEW ELEMENTARY ACTIONS TO ADDRESS/PREVENT BULLYING

1. Valley View Elementary's Bully and Hazing Policy establishes the following procedures when reporting bullying or hazing:

A. Anonymous reporting of bullying, hazing, or retaliation will be reported to the following personnel:

1. Principal: Neesha Killpack: 801-402-2050
2. Counselor: Sarah Murray: 801-402-2050

B. If a verbal report is given, the victim will be asked to write a statement about the incident. Witnesses and perpetrator will also write statements and an investigation will be conducted.

C. If the incident meets criteria, following departments may be notified:

1. Valley View Local Case Management
2. Davis District Student Case Management
3. Bountiful Police Pros Officer assigned to Valley View Elementary

D. The following procedures will take place when a bullying/hazing report has been received: Parents or guardians of a perpetrator or victim of bullying, hazing, or retaliation will be involved in the process of responding to, and resolving, conduct prohibited in this Policy

B. The victim of bullying or hazing may be referred to counseling following parental notice and consent.

C. To the extent permitted by federal and state law, including the federal Family Educational Privacy Right Act of 1974 parents will receive information regarding the incident from the school.

D. Publicizing this policy, includes electronic publication found on Valley View's website and

copies are given, to school employees, to students, and parents/guardians of students

E. Training of school employees and students will occur at the beginning of each school year and will continue throughout the year through counseling lessons to recognize and prevent bullying, hazing, or retaliation.

VI. Actions Required if Prohibited Acts are Reported at Valley View Elementary

A. Each reported complaint shall include: (1) name of complaining party; (2) name of offender (if known); (3) date and location of incident(s); (4) a statement describing the incident(s), including names of witnesses (if known).

B. Each reported violation of the prohibitions noted previously shall be promptly investigated by a school administrator or an individual designated by a school administrator. Formal disciplinary action is prohibited based solely on an anonymous report of bullying, hazing, or retaliation.

C. Verified violations of the prohibitions noted previously shall result in consequences or penalties. Consequences or penalties **may include but are not limited to:**

1. student suspension or removal from a school-sponsored team or activity including school sponsored transportation
2. student suspension or expulsion from school or lesser disciplinary action
3. employee suspension or termination for cause or lesser disciplinary action
4. employee reassignment; or
5. other action against student or employee as appropriate.

D. The following actions may be included as appropriate:

1. We will protect the victim and other involved individuals from being subjected to further bullying or having, and/or retaliation for reporting the bullying or hazing by:
 - a. Informing the perpetrators(s) of the severity of retaliation
 - b. Immediate action will be taken if retaliation occurs. This could include suspension from school, police intervention, trespass from all school property, etc.
2. We will report to law enforcement of all acts of bullying, hazing, or retaliation that constitute suspected criminal activity.
3. We will reporting to the Office of Civil Rights (OCR) of all acts of bullying, hazing, retaliation that may be violations of student(s)' or employee(s)' civil rights.
4. The accused will have a fair and timely opportunity to explain the accusations and defend his actions prior to student or employee discipline. This will occur within 48 hours of the accusation
5. Due process rights will be given under Section 53A-8-10 (licensed staff), local employee discipline policies or Section 53A-11-903 and local policies (students) prior to long term (more than 10 day) student discipline or employee discipline.

VII. Training

A. The training of school employees shall include training regarding bullying, hazing, and retaliation.

B. To the extent possible, programs or initiatives designed to provide training and education regarding the prevention of bullying, hazing, and retaliation will be implemented.

C. In addition to training for all students and school employees, students, employees, and volunteer coaches involved in any extra-curricular activity shall:

- 1. participate in bullying and hazing prevention training prior to participation**
- 2. repeat bullying and hazing prevention training at least every three years**
- 3. be informed annually of the prohibited activities list provided previously in this Policy and the potential consequences for violation of this Policy.**

VIII. Additional Notes

A. All information received in a complaint, names of complainants shall be treated with the utmost confidence to the extent possible. Administrators shall notify complainant before revealing his name.